

APPENDIX B**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:	Leicester, Leicestershire and Rutland (LLR) Carers Strategy 2018-2021
Department and section:	Adults and Communities – Commissioning & Quality
Name of lead officer/ job title and others completing this assessment:	Nicki Jarvis & Chetna Keshav - Carers Officer Amanda Price – Commissioning Business Manager
Contact telephone numbers:	0116 305 9382 or 0116 305 3982
Name of officer/s responsible for implementing this policy:	Nicki Jarvis & Chetna Keshav - Carers Officers
Date EHRIA assessment started:	07.08.2017
Date EHRIA assessment completed:	

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of 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? <i>What has changed and why?</i> A new LLR Carers strategy is required as the current strategy ran 2012-2015 with an interim strategy in place since this time. In light of delays to the development of the New National Strategy it has been decided locally to develop a joint strategy alongside Leicester, Leicester and Rutland, across Health and Social Care, which recognises the changing local landscape and the increasing need to effectively support carers. The strategy will be developed to ensure that Care Act requirements are adhered to and meet the requirements of any new national strategy or national guidance where available A draft strategy has been developed alongside unpaid carers with the intention to conduct a formal consultation during the winter of 2017/18. The consultation will further inform this EHRIA which will be reported back to the DEG, and finally to the cabinet early next year, with a view to ensuring a new strategy and associated action plan is in place from April 2018.
2	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> In relation to Leicestershire County Council the strategy will relate to a number of other policies and strategies held including: the Adult Social Care Strategy, the Older Persons and Working Age Adults Accommodation strategies, and the Adult Social Care Workforce strategy. The development of the strategy has also been aligned with the refresh of Leicestershire County Council's Communities Strategy. As part of the overarching Sustainability and Transformation Plan governance, the Carers Strategy is expected to relate to a significant number of emerging plans across LLR. In particular the emerging Mental Health, and Dementia Strategies and the Home First Programme will need to ensure alignment with the outcomes of the final Carers Strategy. Partner Organisations who will be signing up to this strategy are: Leicester City Council Rutland County Council Leicester city, West Leicestershire and East Leicestershire and Rutland CCG's. The final strategy is expected to inform specific commissioning decisions relating to carers, not only for Leicestershire but across partner organisations.
3	Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

	The target group are unpaid carers across LLR and the intention is to develop a new strategy for all age carers across Leicester, Leicestershire and Rutland with the aim of improving carer wellbeing and ensuring information, advice and support is tailored to needs across a broad spectrum of carers. This includes young carers, parent carers, older carers, long term carers and those new in their caring role. Unpaid carers contribute significantly to the health and social care economy and carer wellbeing can be significantly negatively impacted. It is therefore necessary to ensure carers are identified, recognised and supported to continue in their caring role.			
4	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)			
		Yes	No	How?
	Eliminate unlawful discrimination, harassment and victimisation	X		Raise awareness of carers issues and impact of caring – ensure fair access to support
	Advance equality of opportunity between different groups	x		Through increased awareness of unpaid carers and services available
	Foster good relations between different groups	x		Through integrated working with Health partners and other local authorities, across a broad spectrum of communities.

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*
		x	

	important to them;		
	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		This a broad all age strategy and the actions within it will aim to have a positive impact on all carers. It is recognised however that, due to the locally ageing population profile in Leicestershire and Rutland, there will be a

				growing number of older carers requiring advice, information and support. Therefore actions developed as a result of the final strategy will recognise that carer support will need to be accessible for carers within this age group. In addition, it has been highlighted that the identification of young carers is an issue across LLR. Actions will ensure there are specific efforts to identify young carers and provide age appropriate support.
	Disability	X		Unpaid carers play a significant role in supporting those with disabilities and supporting carers well can lead to improved outcomes, including preventing crisis. It must also be recognised that, particularly in line with the rising older population, a number of carers may also have disabilities. The strategy will therefore recognise the importance of ensuring carers own health and wellbeing is considered and supported.
	Gender Reassignment	X		Ongoing engagement with carers has recognised that there may be specific groups who are less likely to be willing to access support. Further work will be required to understand specifically the issues relating to gender reassignment, but the strategy and resulting action plan will aim to increase the accessibility of information, advice and support for all groups with protected characteristics.
	Marriage and Civil Partnership	X		As per the Care Act, it is crucial to establish whether an individual is both able and willing to undertake caring responsibilities. Engagement has highlighted that carers

				can often experience a blurring of their status as a partner/ wife/ husband when undertaking a caring role. The strategy will aim to ensure that the potential for assumptions to be made regarding willingness to care are minimised.
	Pregnancy and Maternity	X		An increasing number of carers are likely to have dual caring responsibilities. For example a carer may have a young child with disabilities, but also have caring responsibility for their parents. In addition further information is required relating to young carers. Therefore the potential impact for this protected characteristic will be further explored during the consultation period.
	Race	X		LLR as a whole has a varied demographic profile in relation to race. It is critical that regardless of race all carers are effectively identified and supported to access the support they need. The strategy will aim to ensure that support for carers is inclusive and accessible for all. Further engagement and consultation will determine any potential access/ support issues in relation to race.
	Religion or Belief	X		Engagement activity has highlighted that there may be a greater reluctance to access support for individuals from particular religions or with particular beliefs. Further evidence will be collated during the consultation phase, but the strategy will aim to ensure active identification and promotion of support where there may be a greater reluctance to access that support. The

				strategy will also ensure that the way in which support is promoted is inclusive.
	Sex	X		As evidenced within census data and local social care data, a higher proportion of carers are female. Due to the potential negative impacts that caring can have, including wellbeing, health and financial impacts, the greater impact on females will be recognised and responded to within the strategy.
	Sexual Orientation	X		Further exploration of the specific impact of caring relating to sexual orientation is required. However the Strategy will aim to ensure that carer wellbeing and support is inclusive and accessible for all, and promotion is targeted where there is a deemed underrepresentation in terms of access to support.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	x		It has been identified through early engagement that carers find it difficult to access services in rural communities. Carers are reported to often neglect their own health and wellbeing, and often highlight financial worries and problems in accessing/ maintaining employment. All of the above impacts will be considered and reflected in the priorities within the strategy.
	Community Cohesion	x		A specific element of the draft strategy is to consider the impact that local communities can play in supporting carers. Engagement to date has already highlighted the value of local support. Therefore specific actions will be developed that are likely, in turn, to have a positive impact on community cohesion.
	11.			

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) 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]			
	Yes	No	Comments
Part 1: The Convention- Rights and Freedoms			
Article 2: Right to life	x		Local engagement, supported by national research has highlighted that caring can have a significant impact on opportunities for carers to lead a fulfilling life. A key aim of the strategy will be to support carers to have a life outside of caring, and to support their own health and wellbeing. It will also ensure assumptions are not made about ability or willingness to care.
Article 3: Right not to be tortured or treated in an inhuman or degrading way	x		The strategy recognises the significant pressure often associated with caring responsibilities and aims to improve carer wellbeing through access to support and relevant services, minimising the potential for carers to be relied upon inappropriately.
Article 4: Right not to be subjected to slavery/ forced labour	X		The strategy ensures carers understand that caring is a choice and help is available if they need it. This is especially relevant where the role of young carers is considered.
Article 5: Right to liberty and security		X	
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		Engagement with carers has highlighted the difficulty of maintaining a life outside of caring and the blurring of

				identify (e.g. wife v carer). The Carers strategy will aim to ensure that carers are enabled to maintain other relationships aside from their caring role and where assessments are undertaken, will aim to only ask questions which are relevant to their caring role.
	Article 9: Right to freedom of thought, conscience and religion	x		Through access to tailored and flexible carer support within the local community setting.
	Article 10: Right to freedom of expression	X		Survey results, reinforced through engagement, has highlighted that carers often do not feel listened to, or involved in discussions about the care of the individual they support. The strategy will ensure carer awareness is increased and front line professionals provide opportunities for carers to express their views.
	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		Engagement specifically with working carers has highlighted difficulties in securing and maintaining employment, whilst undertaking caring responsibilities, particularly where dual caring responsibilities are prevalent. Supporting carers ability to work through supporting local employers and raising awareness of carer needs and care friendly resources
	Part 2: The First Protocol			
	Article 1: Protection of property/ peaceful enjoyment		X	
	Article 2: Right to education	X		The young carers aspect of the strategy will aim to support young carers in education
	Article 3: Right to free elections		X	
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 ☐	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 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.

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|-----|---|
| 15. | <p>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you now explored the following and <u>what</u> does this information/data tell you about each of the diverse groups?</p> <ul style="list-style-type: none"> 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**

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| 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. |
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Section 3**E: Monitoring, evaluation & review of your policy**

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|------------|---|
| 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 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: