



## 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](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>	Development of an integrated lifestyle service for Leicestershire.
<b>Department and section:</b>	Public Health
<b>Name of lead officer/ job title and others completing this assessment:</b>	Mike Sandys, Director of Public Health Elizabeth Orton, Consultant in Public Health
<b>Contact telephone numbers:</b>	0116 30 55347
<b>Name of officer/s responsible for implementing this policy:</b>	Elizabeth Orton, Consultant in Public Health
<b>Date EHRIA assessment started:</b>	15/01/18
<b>Date EHRIA assessment completed:</b>	

### 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>The development of an integrated lifestyle service will bring together multiple separately-commissioned lifestyle services into one combined, integrated service. In the proposed model for consultation it will be delivered largely using digital technologies (telephone and internet) with some targeted in-person support.</p> <p>The new service will provide different levels of support:</p> <ul style="list-style-type: none"> <li>• Universal information and advice (level 1)</li> <li>• Telephone-based individualised, holistic health action plans and health coaching (level 2)</li> <li>• Targeted face to face support for certain groups at certain times (level 3).</li> </ul> <p>Lifestyles that will form the service include (but may not be limited to) the existing stop smoking service, weight management, alcohol brief advice and physical activity advice (with local delivery of programmes). Alignment with the current First Contact Plus service will mean access to support for broader determinants of health also.</p> <p>This change is driven in part by the council's Medium Term Financial Strategy (MTFS), with financial efficiencies being realised by bringing services together and potentially in-house, but also the need to have a more joined-up holistic approach to lifestyle behaviour change given that unhealthy lifestyle behaviours often cluster together in the same individuals.</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>The development of this service relates to the Early Health and Prevention Review undertaken in 2016, the council's MTFS and the stop smoking service EHRIA undertaken in 2015.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The target group is people who have one or more unhealthy lifestyle behaviours i.e. are overweight/obese, inactive, smoke or consume higher risk levels of alcohol. Individual will have also expressed a readiness to change these unhealthy lifestyle behaviours. Outcomes would be lifestyle changes leading to improved health and wellbeing (e.g. reduction in percentage bodyweight, meeting the Chief Medical Officer (CMO) guidelines for physical activity and consuming alcohol within the CMO guidelines for consumption. This in turn will lead to reduction in lifestyle-associated disease such as type 2 diabetes, cardiovascular disease etc.</p>
4	<p>Will the policy meet the Equality Act 2010 requirements to have due regard to</p>

the need to meet any of the following aspects? <b>(Please tick and explain how)</b>			
	Yes	No	How?
Eliminate unlawful discrimination, harassment and victimisation	✓		These requirements will be explicitly written into the service specification
Advance equality of opportunity between different groups	✓		These requirements will be explicitly written into the service specification
Foster good relations between different groups	✓		These requirements will be explicitly written into the service specification

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

### Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for a policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

### Section 2

#### A: Research and Consultation

	Yes	No*
<b>5.</b> Have the target groups been consulted about the following?		
a) their current needs and aspirations and what is important to them;	✓	
b) any potential impact of this change on them (positive and negative, intended and unintended);	✓	
c) potential barriers they may face	✓	
<b>6.</b> If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	n/a	
<b>7.</b> Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	✓	

<b>8.</b>	*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

<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;	✓	
	b) enable open feedback and suggestions from different communities	✓	

**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

<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 <b>potentially</b> be affected by the policy and describe any positive and negative impacts, including any barriers.			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Age</b>	✓		This is an adult service. Children's weight management is being delivered through more child-friendly methods (e.g. Energy Clubs). If the adult in the service is a parent of a child the food for the whole family will be included for weight management components. Older adults or others who do not use digital technology such as the internet. Mitigation would be face to face support but capacity for this will be limited. Could consider advising people to commercial weight management services or district-led lifestyle services.
	<b>Disability</b>	✓		People who have disabilities

			that mean that telephone-based communication is difficult could potentially be disadvantaged if the service was only telephone based. However text and internet options will be available and face to face visits will be included in the model. People with mobility dishabilles may benefit from digital delivery.
	<b>Gender Reassignment</b>	✓	Gender does not impact on the service delivery. People are supported regardless of their gender and there are no issues foreseen following reassignment.
	<b>Marriage and Civil Partnership</b>	✓	Relationship status does not impact on the service delivery. People are supported regardless of their gender and there are no issues foreseen following reassignment.
	<b>Pregnancy and Maternity</b>	✓	Support for pregnant women and pre-conceptual care will be included in the model.
	<b>Race</b>	✓	Dietary advice will include culture/ethnicity-specific diets. For example using the current DAHL weight management service for people with a South Asian diet.
	<b>Religion or Belief</b>	✓	The service will be available to people regardless of their religion/belief. Any dietary recommendations will be sensitive to religious observations.
	<b>Sex</b>	✓	Sex does not impact on the service delivery. People are supported regardless of their sex and there are no issues foreseen in this regard.
	<b>Sexual Orientation</b>	✓	Sexual orientation does not impact on the service delivery. People are supported regardless of their sexual orientation and there are no issues foreseen.

	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>		✓	People living in rural and isolated locations may be better served as they will not have to travel to health centres/hospitals/other venues around the county. Delivery will be predominantly telephone-based. Carers will be actively encouraged to participate in order to remain in good health themselves whilst in their caring role. There will be no exclusions based on asylum/refugee status.
	<b>Community Cohesion</b>		✓	This is a service for individuals wanting to improve their lifestyle behaviours and so there is no anticipated impact on community cohesion.
<b>11.</b>	<p>Are the human rights of individuals <b>potentially</b> 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 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>			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>			
	<b>Article 2: Right to life</b>		✓	<b>People will be supported to be as healthy as possible and so improve their quality of life and reduce the likelihood or impact of long term health conditions.</b>
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>		✓	
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		✓	
	<b>Article 5: Right to liberty and security</b>		✓	
	<b>Article 6: Right to a fair trial</b>		✓	

	<b>Article 7: No punishment without law</b>		✓	
	<b>Article 8: Right to respect for private and family life</b>		✓	
	<b>Article 9: Right to freedom of thought, conscience and religion</b>		✓	
	<b>Article 10: Right to freedom of expression</b>		✓	
	<b>Article 11: Right to freedom of assembly and association</b>		✓	
	<b>Article 12: Right to marry</b>		✓	
	<b>Article 14: Right not to be discriminated against</b>	✓		<b>As described above, people with protected characteristics will be treated equitably. Where there may be disadvantage this will be mitigated as described.</b>
<b>Part 2: The First Protocol</b>				
	<b>Article 1: Protection of property/ peaceful enjoyment</b>		✓	
	<b>Article 2: Right to education</b>		✓	
	<b>Article 3: Right to free elections</b>		✓	
<b>Section 2</b>				
<b>D: Decision</b>				
<b>13.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) the policy could have a different affect or adverse impact on any section of the community;	✓		
	b) any section of the community may face barriers in benefiting from the proposal	✓		
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of the 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>				

14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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## 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.

**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?
<b>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.</b>	
17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <b>how</b> have you further consulted with those affected on the likely impact and <b>what</b> 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 <b>likely</b> to be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.	
		<b>Comments</b>
	<b>Age</b>	
	<b>Disability</b>	
	<b>Gender Reassignment</b>	
	<b>Marriage and Civil Partnership</b>	
	<b>Pregnancy and Maternity</b>	

	<b>Race</b>	
	<b>Religion or Belief</b>	
	<b>Sex</b>	
	<b>Sexual Orientation</b>	
	<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
	<b>Community Cohesion</b>	

<b>20.</b>	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <b>likely</b> 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?	
		<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>	
	<b>Article 2: Right to life</b>	
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	
	<b>Article 5: Right to liberty and security</b>	
	<b>Article 6: Right to a fair trial</b>	
	<b>Article 7: No punishment without law</b>	
	<b>Article 8: Right to respect for private and family life</b>	
	<b>Article 9: Right to freedom of</b>	

<b>thought, conscience and religion</b>	
<b>Article 10: Right to freedom of expression</b>	
<b>Article 11: Right to freedom of assembly and association</b>	
<b>Article 12: Right to marry</b>	
<b>Article 14: Right not to be discriminated against</b>	
<b>Part 2: The First Protocol</b>	
<b>Article 1: Protection of property/ peaceful enjoyment</b>	
<b>Article 2: Right to education</b>	
<b>Article 3: Right to free elections</b>	

**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**

<b>24.</b>	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?
<b>25.</b>	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](mailto: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**

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

Date: .....

2<sup>nd</sup> Authorised Signature (DEG Chair): .....

Date: .....

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