

## 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>	Children and Families Partnership Plan 2018 - 2021
<b>Department and section:</b>	Children and Families – Planning and Commissioning
<b>Name of lead officer/ job title and others completing this assessment:</b>	Mala Razak – Children and Families Partnership Manager
<b>Contact telephone numbers:</b>	0116 305 8055
<b>Name of officer/s responsible for implementing this policy:</b>	Liz Perfect – Head of Service Commissioning and Planning / Mala Razak – Children and Families Partnership Manager
<b>Date EHRIA assessment started:</b>	09/05/18
<b>Date EHRIA assessment completed:</b>	23/05/18

## 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 Leicestershire Children and Families Partnership is a sub-group of the Health and Wellbeing Board and is made up of the key organisations that work with children, young people and their families across Leicestershire, including districts councils, education, health, police and social care.</p> <p>The purpose of the Children and Families Partnership Plan is to champion effective partnership working, so that together it has shared priorities and delivers outcomes that make a real difference to the lives of children and young people. By working together it can also maximise partnership resources and expertise across the public and voluntary sector, be more coordinated in the services provided, and avoid waste or duplication of effort.</p> <p>The Children and Families Partnership Plan is a strategic document which sets out the shared vision for children, young people and their families and the priority outcomes that need to be improved. The Plan is not intended to be a detailed description of the individual work of each partner, but rather a summary of key areas of work that are best delivered together in order to have the biggest impact on the lives of children and young people.</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 Children and Families Partnership Plan is aligned the LCC Corporate Strategic Plan and Children and Families Departmental Plan and focuses on the added value of approaching strategic priorities across the Partnership to ensure consistent communication and service delivery to Children and Families. It also aligns to Partner plans including Leicester, Leicestershire and Rutland Infant Feeding and Infant Mortality Strategies, Leicestershire and Rutland Sport Physical Activity and Sport Strategy, Leicestershire Health &amp; Wellbeing Strategy, Leicestershire Food Plan and Future in Mind.</p>

3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25) across Leicestershire through the co-ordinated delivery of activity against shared Partnership priorities.</p>										
4	<p>Will the 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></p> <table border="1" data-bbox="276 577 1401 1014"> <thead> <tr> <th data-bbox="276 577 571 611"></th> <th data-bbox="579 577 683 611">Yes</th> <th data-bbox="691 577 798 611">No</th> <th data-bbox="805 577 1401 611">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="276 611 571 763">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="579 611 683 763" rowspan="3">x</td> <td data-bbox="691 611 798 763" rowspan="3"></td> <td data-bbox="805 611 1401 1014" rowspan="3">The plan aims to ensure all people are treated fairly and promotes consistent and joined-up approaches to the delivery of information and services for children, young people and families. In doing so it will support the elimination of unlawful discrimination, harassment and victimisation whilst helping to advance quality of opportunity and good relations between different groups.</td> </tr> <tr> <td data-bbox="276 763 571 916">Advance equality of opportunity between different groups</td> </tr> <tr> <td data-bbox="276 916 571 1014">Foster good relations between different groups</td> </tr> </tbody> </table>		Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	x		The plan aims to ensure all people are treated fairly and promotes consistent and joined-up approaches to the delivery of information and services for children, young people and families. In doing so it will support the elimination of unlawful discrimination, harassment and victimisation whilst helping to advance quality of opportunity and good relations between different groups.	Advance equality of opportunity between different groups	Foster good relations between different groups
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## Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

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

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

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

### Section 2

#### A: Research and Consultation

5.	<p>Have the target groups been consulted about the following?</p> <p>a) their current needs and aspirations and what is important to them;</p> <p>b) any potential impact of this change on them (positive and negative, intended and unintended);</p>	<b>Yes</b>	<b>No*</b>
		<p>Yes - the Partnership has actively sought feedback from children and young people across Leicestershire on the five priority areas of the plan to ensure their views can be incorporated. The Partnership Plan has taken into consideration the key themes emerging for Leicestershire from the Make Your Mark 2017 National Youth Ballot and from specific consultation</p>	

	c) potential barriers they may face	activity undertaken with targeted groups of children and young people. The plan has been developed with partners and the views of key stakeholders and other organisations locally are also represented.
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	
8.	*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.	
	N/A	

## Section 2

### B: Monitoring Impact

9.	Are there systems set up to:	<b>Yes</b>	<b>No</b>
		<p>a) monitor impact (positive and negative, intended and unintended) for different groups;</p> <p>b) enable open feedback and suggestions from different communities</p> <p>Yes - a priority lead has been identified for each priority area and has been tasked with working with partners and other stakeholders to identify key areas and suitable actions to deliver against each priority. These leads are taken from across the partnership. Detailed delivery plans are being developed for each priority area, adopting an outcome based approach to planning and assessing performance and impact. Priority leads will provide quarterly progress reports to the Children and Families Partnership Board. The Partnership will provide a progress report to the Health and Wellbeing Board every six months. Delivery plans will be reviewed annually.</p> <p>The Partnership also intends to seek annual feedback on progress from children and young people</p>	

		through consultation activity. Through the implementation and review of the plan, the Partnership will have an opportunity to identify any other disadvantaged groups and to monitor the impact of the plan on these groups.		
<b>Note: If no to Question 9, 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 <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>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for all children and young people to experience a positive impact as a result of the partnership plan.
	<b>Disability</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for children and young people with a disability to experience a positive impact as a result of the partnership plan as it will seek to improve integrated care and support for this cohort.
	<b>Gender Reassignment</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for children and young people from this cohort to experience a positive impact as a result of the implementation of the partnership plan as may help to better understand the needs of this group
	<b>Marriage and Civil</b>	<b>x</b>		The work of the plan does not

	<b>Partnership</b>			focus on marriage and civil partnership , however we would envisage any impact of the plan to be neutral
	<b>Pregnancy and Maternity</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25), including the antenatal period through a focus on the first 1001 days from conception. Therefore, there is the potential for all babies and expectant mothers to experience a positive impact as a result.
	<b>Race</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for children and young people from all racial backgrounds to experience a positive impact as a result of the partnership plan.
	<b>Religion or Belief</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for children and young people off all religious backgrounds to experience a positive impact as a result of the partnership plan.
	<b>Sex</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for children and young people from all genders to experience a positive impact as a result of the partnership plan.
	<b>Sexual Orientation</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for young people of any orientation to experience a positive impact as a result of the partnership plan.

	<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>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for all children and young people to experience a positive impact as a result of the partnership plan as it will seek to improve health, care and education services across Leicestershire. The implementation and review of the plan may also offer opportunities to identify other groups that will need to be considered
	<b>Community Cohesion</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for all children and young people to experience a positive impact as a result of the partnership plan.
<b>11.</b>	<p>Are the human rights of individuals <b><i>potentially</i></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>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25), including the antenatal period through a focus on the first 1001 days from conception. Therefore, there is the potential for all babies and expectant mothers to experience a positive impact as a result.
	<b>Article 3: Right not to be</b>		<b>X</b>	

	<b>tortured or treated in an inhuman or degrading way</b>			
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		<b>X</b>	
	<b>Article 5: Right to liberty and security</b>		<b>X</b>	
	<b>Article 6: Right to a fair trial</b>		<b>X</b>	
	<b>Article 7: No punishment without law</b>		<b>X</b>	
	<b>Article 8: Right to respect for private and family life</b>		<b>X</b>	
	<b>Article 9: Right to freedom of thought, conscience and religion</b>		<b>X</b>	
	<b>Article 10: Right to freedom of expression</b>		<b>X</b>	
	<b>Article 11: Right to freedom of assembly and association</b>		<b>X</b>	
	<b>Article 12: Right to marry</b>		<b>X</b>	
	<b>Article 14: Right not to be discriminated against</b>		<b>X</b>	
<b>Part 2: The First Protocol</b>				
	<b>Article 1: Protection of property/ peaceful enjoyment</b>		<b>x</b>	
	<b>Article 2: Right to education</b>	<b>x</b>		The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for all children and young people to experience a positive impact as a result of the partnership plan as it will seek to improve health, care and education services across Leicestershire.
	<b>Article 3: Right to free elections</b>		<b>x</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>
	a) the policy could have a different affect or adverse impact on any section of the community;			<b>x</b>
				<b>Unknown</b>



	b) any section of the community may face barriers in benefiting from the proposal		<b>x</b>	
<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 checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input 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 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.

**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?

<p><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></p>	
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.
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		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	

<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
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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 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

<b>Section 3</b>	
<b>D: Making a decision</b>	
<b>23.</b>	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.

<b>Section 3</b>	
<b>E: Monitoring, evaluation &amp; review of the policy</b>	
<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>

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**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: .....