

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:	Early Help Review
Department and section:	Children & Family Service
Name of lead officer/ job title and others completing this assessment:	Jenny Allen, Project Manager Rebecca Marriott, Business Analyst
Contact telephone numbers:	0116 305 7931
Name of officer/s responsible for implementing this policy:	Jane Moore, Assistant Director Education & Early Help Chris Thomas, Head of Service - Early Help
Date EHRIA assessment started:	November 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	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Early Help Review proposes to re-design LCC's Children & Families Early Help offer in order to provide a more integrated service to children, young people and families. If progressed, this will mean changes to both how we deliver our services and where we deliver them from.</p> <p>The Early Help budget is required to make savings of £1.5m and, in addition to this, the existing Supporting Leicestershire Families Service is facing a reduction of £2.3m funding - an overall reduction to the Early Help budget of £3.8m (31%).</p> <p>This means that our capacity to deliver Early Help services will be significantly reduced and we have to think differently as to how we can continue to meet our statutory responsibilities and make the best use of our resources, in order to ensure that we are delivering the right services to the right people.</p> <p>Early Help is currently delivered by 4 separate services - Supporting Leicestershire Families (SLF), Youth Offending Service (YOS), Children's Centres (CC's) and the Early Help Information, Assessment and Support Service (EHAS). Each of these services targets a different group; YOS targets young people aged 10-17 who have offended or who are at risk of offending, Supporting Leicestershire Families targets families with a number of vulnerability or risk factors and incorporates a youth element supporting young people aged 11-19, and the Children's Centre Service targets expectant parents and families with 0-5 year olds.</p> <p>The Early Help Review proposes to embed a whole family approach across Early Help and integrate the four existing services into a targeted 0-19 Family Wellbeing Service, which will focus on supporting the most vulnerable families in Leicestershire. This will enable the required savings to be made through a combination of service and management efficiencies, a reduction in the number of buildings and a reduction in frontline staff.</p> <p>Other target operating models that were considered included a proportional budget reduction from each of the four Early Help services, and part-integrating services to reduce duplication within existing operating procedures.</p> <p>The proposed 0-19 Family Wellbeing Service is intended to be delivered through drop in clinics, group work and/or casework (using a one worker per family principle). It is intended that the service will work with internal and external partners in order to better co-ordinate services and ensure that they are joined up as far as possible for service users. The detail of this is yet to be developed and will be shaped by further analysis and the outcomes of consultation.</p> <p>The service is intended to be fully flexible in its delivery, providing services through outreach support, in family homes and community settings, and through advice and</p>
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	<p>signposting as well as through Family Wellbeing Centres.</p> <p>It is proposed that the service will work across two geographical localities (which are yet to be determined). This is mainly for operational purposes, to align the different areas that the existing four services work to. The boundary is yet to be defined and will be developed following further analysis and modelling. It is not anticipated that service users will be impacted by this change.</p> <p>There are currently 40 fixed buildings from which service users can access Early Help Services – 36 Children’s Centres and 4 SLF Centres.</p> <p>It is proposed that the new integrated service would be delivered from 15 Family Wellbeing Centres; a reduction of 25 buildings. The proposed locations of these buildings will be based on a number of criteria including their location, accessibility suitability for future use, current usage and geographical distribution across the county.</p> <p>The focus of the centres would expand to support children and young people across the full 0-19 age range and their families. It is intended that 5 of the Family Wellbeing Centres would function as ‘hub’ sites where staff would be located, and from which a wide range of services including group work and clinics would be delivered. A further 10 Family Wellbeing Centres would function as spoke sites to support the hubs and provide facilities to deliver a range of services for families, some of which would be targeted to meet specific local needs.</p> <p>Further work will be undertaken with partners to investigate alternative uses for the 25 existing Children’s Centres and SLF Centres that are no longer proposed to be used as delivery buildings in the new model. A number of these buildings are currently leased and licensed under various arrangements. Where possible, discussions will take place with partners and landlords to ensure that services continue to be provided for children through provision of nursery care and Free Early Education Entitlement (FEEE) for 2 and 3 year olds (e.g. private nursery providers).</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 change is driven by the Council’s Medium Term Financial Strategy (MTFS) which was approved by the County Council on the 22 February 2017 to make £1.5M savings from Early Help Services. Coupled with the reduction of Government funding in relation to the Troubled Families DCLG grant this brings the total budget reduction to £3.8M (31%) for the Early Help Service.</p> <p>The four Early Help Services work with a wide range of internal and external partners to deliver the existing Early Help offer, and these partners will continue to be important to the delivery of the proposed Family Wellbeing Service.</p> <p>A number of partner organisations including Health and district and borough councils also operate services from, or share space within, existing Early Help delivery buildings.</p> <p>Initial stakeholder analysis work and engagement with partners has begun through early communication and a briefing event on 5th December. Further consultation with partner organisations will be undertaken throughout the consultation period, as appropriate, to help shape the new service offer.</p>

	<p>It is a statutory requirement for a Local Authority to undertake formal statutory consultation wherever there are proposals in respect of the opening, change of use or other major changes to the provision of Children's Centres. The views of service users and stakeholders are necessary to inform the outcome of the review and how the current service model can best be delivered as a result of the required budget reduction. More detail on the proposed consultation is included at Section 2 part 8 below.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Service Users</p> <p>The four existing Early Help services work with children and young people aged 0-19 and their families who need support in Leicestershire. It is intended that the Family Wellbeing Service will continue to deliver to this group, but will become more targeted. Service users may find that they have to access services in a different way and/or from a different place, as the overall capacity of the service reduces to make the required savings. It is intended that integrating the four services and taking a whole family approach, rather than working separately with individuals within the family, will make the service more focussed and help to mitigate the impact of this as far as possible. As the new service model evolves following initial consultation we will undertake more research into which service users are affected by any proposed change and what impacts this will have on users who may have a protected characteristic.</p> <p>A range of services targeted specifically at families with children under the age of 5 is currently delivered from Children's Centres; many of these are led by partner organisations or volunteers. Families who currently access services at the 25 Children's Centres and SLF Centres for which alternative uses are being sought would potentially feel the biggest impact as they may need to travel to a different venue within the community or county in future, and in some cases may find that the services they access are delivered in a different way.</p> <p>The proposed locations of Family and Wellbeing Centres are based on a number of criteria including their location, accessibility, suitability for future use, current usage and geographical distribution across the county, in order to mitigate the impact for service users.</p> <ul style="list-style-type: none"> • It is proposed that the 5 Hub centres will be located at Loughborough, Coalville, Wigston, Hinckley and Melton. These are the largest settlements, all of which currently have multiple buildings used for service delivery in the current model. • The 10 spokes are proposed to be located at Loughborough, Shepshed, Thurmaston, Coalville, Measham, Northern Parishes (Castle Donington), Earl Shilton, Market Harborough, Lutterworth and Huncote. • 9 of the 25 buildings proposed for re-designation are situated within close proximity (approx. 1 mile) of an alternative service delivery building. • Analysis of Children's Centre users during 2015-16 showed that a significant proportion of service users already access services from more than one centre. • A number of the centres proposed for re-designation are underused and some only deliver part of the existing Children's Centre programme – for example,

	<p>centres at Bushby and Vale of Belvoir are used as delivery sites by Health only, with families in these areas serviced by targeted outreach support from Children's Centre workers where required.</p> <p>Consultation and further analysis is planned to further explore the impact of these proposed changes for service users.</p> <p>Staff The significant reduction in funding and proposed creation of a single 0-19 Family Wellbeing Service will result in changes to the existing organisational structure, including a review of roles and a reduction in the number of posts. More work to scope the roles required to deliver the proposed Family Wellbeing Service will be undertaken during and following the consultation period. Further analysis of the workforce and the potential impact on staff will take place once this scoping work has been completed. Anything relating to equalities in respect of staffing issues will be dealt with through standard HR procedures (Action Plans etc.)</p> <p>Partners A number of partner organisations including Health and district and borough councils currently operate services from, or share space within, existing Early Help delivery buildings. Those delivering services from the 25 existing Children's Centres and SLF Centres for which alternative uses are being explored may need to relocate to, or deliver their services from, alternative venues where this space is not available as part of the new proposals. Although partner delivery will be critical to the Family Wellbeing Service, there may be some implications on the type and amount space available for partner organisations to deliver services from in the Family Wellbeing Centres.</p>		
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	✓		One of the outcomes of the support provided to families through the proposed Family Wellbeing Service will be the resilience, independence and awareness of equality issues which may strengthen the capacity of service users to challenge any experience of unlawful discrimination, harassment and victimisation.
Advance equality of opportunity between different groups	✓		The existing Early Help services have a clear focus on reducing inequalities for families by focusing on those in greatest need of support. This will continue through the proposed Family Wellbeing Service.
Foster good relations between different groups	✓		The proposed Family Wellbeing Service will have a focus on group work in the new model and will continue to be delivered in a way that promotes community cohesion and good relationships between different groups of people, and encourages peer support in a supportive environment.

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;		✓
	b) any potential impact of this change on them (positive and negative, intended and unintended);		✓
	c) potential barriers they may face		✓
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 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.		
	Significant research and analysis has taken place to inform high level proposals, including best practice research, function mapping and service user analysis. Further work will be undertaken alongside and following the formal consultation period to develop detail of the proposed service and how it will be delivered.		
	Some initial engagement relating to the proposals has taken place with staff and partners.		
	It is a statutory requirement for a Local Authority to undertake formal statutory consultation wherever there are proposals in respect of the opening, change of use or		

	<p>other major changes to the provision of Children's Centres.</p> <p>The Cabinet report seeks permission to carry out a 12 week formal consultation period between January-April 2018. This will include consultation with a range of key stakeholders including the public, service users and potential service users, staff and Trade unions, advisory board members, internal partners and external partner organisations who may provide services (e.g. Health) to gather further evidence and views on the potential impact of the proposal.</p> <p>The output of the consultation will be analysed and a final Full Business Case will be produced to take account of any comments. The consultation will inform improvements to and the detail of the new proposed model.</p>
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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;	✓	
	b) enable open feedback and suggestions from different communities	✓	
<p>Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</p> <p>Existing data held by the four Early Help Services has been used as the starting point for analysis. This relates to service users who have accessed services during the 2016-17 financial year.</p> <p>Further equalities information will be collected as part of the formal consultation process. This will provide an additional dataset and help fill in gaps in existing data, so that impact can be assessed by protected characteristic and mitigations implemented where appropriate.</p> <p>Systems to monitor impact and enable open feedback and suggestions will be established throughout the consultation period.</p>			
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	✓	The Early Help Service offer targets 0-19 year olds and their families. Each service targets a

			<p>specific age group; Children's Centres work predominantly with children under the age of 5 and their parents, as well as expectant parents. The Youth Offending Service works primarily with children aged 10-17, and Supporting Leicestershire Families work across the full 0-19 spectrum, with its youth aspect focusing on 11-19.</p> <p>There are 14,148 Early Help service users aged 0-19, 59% of the total Early Help service users.</p> <p>40% of service users are aged 19+, reflecting the whole family work undertaken by SLF and work carried out with parents by Children's Centres.</p> <p>The Early Help service worked with 11,074 children aged 0-5 in 2016/17, comprising 46% of the total service users. The potential reduction in the number of Children's Centres will have a specific impact on this group and their parents, particularly those who currently access services based at centres proposed for redesignation, who may have to travel to an alternative venue in the future.</p> <p>It is proposed that alternative uses are explored for the future use of the Children's Centres proposed for redesignation, including nursery care and Free Early Education Entitlement (FEEE) for 2 and 3 year olds which could have a positive impact for some service users of this age group.</p> <p>Teenage parents are a key target group for Children's Centre services and some centres currently offer specific groups for these service users. There may be an impact on these service users, particularly where they are currently held at centres proposed for redesignation. Access to transport and affordability could be more difficult for this group or they may have to travel further to access services.</p> <p>Consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Disability	✓	<p>178 of the 23,839 recorded Early Help service users during 2016-17 identified themselves as disabled (0.01%). This is a relatively small proportion in comparison to the 3.23% of 0-15 year olds and 6.95% of 16-49 year olds in Leicestershire who report that their day to day activities are limited in some way by a long term health problem or disability. Further work</p>

			<p>will be undertaken to explore this dataset through consultation and assessment of the potential impact on this group.</p> <p>Some Children's Centres currently offer groups for children with disabilities and their parents/ carers. There may be an impact on service users of these groups, particularly where they are currently held at centres proposed for redesignation. These service users may have to travel further to receive comparable services.</p> <p>Whilst the geographical distribution of the proposed Family Wellbeing Centres and the accessibility of their locations have been considered, travelling distances to Early Help services delivered through a reduced network of buildings may reduce access for people with physical mobility difficulties or other problems with travel as a result of mental health conditions or learning difficulties.</p> <p>Consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Gender Reassignment		<p>There is no known evidence to suggest that a higher proportion of service users at the facilities which may be affected identify as trans or transgender than would be found in the wider population; there are no accurate statistics available relating to the number of people who identify as trans or transgender within Leicestershire or the UK as a whole. Gender identity is not incorporated into the Census or other official statistics. Early Help Services do not currently collect data relating to Gender Reassignment.</p> <p>It is intended that the proposals are inclusive and therefore would not discriminate against people identifying with this characteristic, however proposals could potentially have an impact on service users who may find that there are changes to the way in which they access services and/or the venue from which they are provided.</p> <p>If further analysis identifies an adverse impact on persons with this protected characteristic, consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Marriage and		There is limited data available relating to this

	Civil Partnership		<p>group; the marital status of 858 of the total 10,045 Early Help service users aged 16+ has been recorded (9%).</p> <p>Of these, 29% are married, 17% are co-habiting, and 1% are in a civil partnership. 43% of service users are recorded as single, 6% separated and 1% widowed. The largest group is therefore single; however the overall split between those in a marriage/partnership arrangement and those who are not is relatively even (46% against 53%).</p> <p>The impact of the proposals will not be felt more acutely by those who are married or in a civil partnership than those who are single or co-habiting.</p> <p>It is intended that proposals are inclusive and therefore would not discriminate in any way against people identifying with this characteristic, however proposals could potentially have an impact on service users who may find that there are changes to the way in which they access services and/or the venue from which they are provided.</p> <p>If further analysis identifies an adverse impact on persons with this protected characteristic, consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Pregnancy and Maternity	✓	<p>The cohort of services users of the children's centres is likely to include a greater number of women who are pregnant or who have maternity responsibilities than would be found in the wider population as this is a key target group for Children's Centres, with many services being targeted towards expectant and post-natal mothers with children under 5.</p> <p>There is no data collected relating specifically to pregnancy and maternity, however the gender split relating to the adult population aged 19+ using Children's Centres (89% female, 10% male) reflects that many services are targeted towards this group; antenatal classes, breastfeeding support etc.</p> <p>Whilst the geographical distribution of the proposed Family Wellbeing Centres and the accessibility of their locations have been considered, travelling distances to Early Help services delivered through a reduced network of buildings may reduce access for women in</p>

			<p>advanced pregnancy or with babies, who may find travelling more difficult and who may have travel further to access services.</p> <p>Consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Race	✓	<p>Data relating to this group is available for 17,084 of the overall 23,807 Early Help service users.</p> <p>Of these, 85% of service users identify as White and 10% as BME (other 5% not declared).</p> <p>The ethnic breakdown of service users varies across the county; ranging from 17% BME in Oadby & Wigston to 3% in Melton. Some Children's Centres offer groups targeted at particular BME groups where there is a local need. There may be an impact on service users of these groups, particularly where they are currently held at centres proposed for redesignation. Further analysis will be undertaken to assess the local impact of proposed changes on this group and to identify appropriate mitigations, given the significant variance in the number BME service users across the county.</p> <p>It is intended that proposals are inclusive and therefore would not discriminate against people identifying with any particular race, however proposals could potentially have an impact on service users who may find that there are changes to the way in which they access services and/or the venue from which they are provided. Consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Religion or Belief		<p>Data collected relating to this characteristic is limited and only available for 3,570 of the total Early Help service users.</p> <p>Of these, 46% identify as Christian, and 46% do not identify with a religion. A further 8% identify with other religions, although a significant proportion of these do not specify which.</p> <p>There is no known reason to believe that a disproportionate number of service users of any particular religion would be affected by the proposals and it is intended that the proposals are inclusive and therefore would not discriminate against people identifying with any religions or beliefs. However, the proposals could potentially</p>

			<p>have an impact on service users who may find that there are changes to the way in which they access services and/or the venue from which they are provided. Consideration will be given to ways to mitigate these potential impacts when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Sex	✓	<p>Data is available for this group and the gender profile shows the split of Early Help service users to be 62% female and 37% male (with the remaining 1% recorded as unknown, and 3 people identifying as indeterminate).</p> <p>Breaking the profile down into different age groups, the gender split of children aged 0-5 and young people using Early Help Services is fairly even as would be expected. In 0-5 year olds the split is 48% female, 51% male, and in 6-18 year olds the split is slightly more male with 44% female and 55% male.</p> <p>The gender split of the adult population aged 19+ is less even, with females being the predominant service users. 85% of service users are recorded as female, 15% as male. This split is the greatest in relation to users of Children's Centres (89% female, 10% male), where expectant parents and families with children under the age of 5 are the key target group.</p> <p>Both male and females will potentially be affected by changes to the service and location of delivery points, with larger number of adult females affected. Consideration will be given to ways to mitigate the potential impact of this when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.</p>
	Sexual Orientation		<p>There are no accurate statistics available relating to the sexual orientation of the Leicestershire population, or of the UK as a whole.</p> <p>The four Early Help services do not currently collect data relating to the Sexual Orientation of its service users.</p> <p>It is intended that proposals are inclusive and therefore would not discriminate against people identifying with any particular sexual orientation, however proposals could potentially have an impact on service users who may find that there are changes to the way in which they access services and/or the venue from which they are</p>

				provided. Consideration will be given to ways to mitigate the potential impact of this when section 3 of this EHRIA is completed and this will be informed by the outcome of consultation.	
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓		<p>All current Early Help service users will potentially be affected by the proposals, with the result that some service users may need to access services either in a different way or from a different location.</p> <p>A number of criteria have been considered to help inform the locations of the proposed sites, including geographical distribution across the county, accessibility, deprivation and need, service user demand and suitability of buildings to help mitigate the impact of this as far as possible.</p> <p>Further analysis to explore the impact of the proposals in relation to these other groups will be undertaken during and following the consultation period and consideration will be given to ways to mitigate any potential impact of this when section 3 of this EHRIA is completed.</p>	
	Community Cohesion			<p>Although belonging to a particular community is not a protected characteristic within the Equality Act 2010 and community cohesion is not a statutory equality objective, the Council recognises the importance of strong communities through the Leicestershire Communities Strategy 2017-21.</p> <p>Early Help services contribute to community cohesion as services work with a range of partner organisations and have developed a large volunteer base that supports and enhances the existing offer. Proposals for the Family Wellbeing Service would continue with this approach which is in keeping with the Council's strategy.</p>	
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		✓	
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	✓		Although the majority of services delivered by Early Help are voluntary, in order for them to be most effective some disclosure of personal information is needed – this would remain the case for the proposed Family Wellbeing Service, which would continue to operate in line with Data Protection and information sharing requirements and to respect its service users' rights to 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	✓		The proposed Family Wellbeing Service will continue to deliver services with due regard to the Public Sector Equality Duty, and to respect its service users' rights.
Part 2: The First Protocol			
Article 1: Protection of property/ peaceful enjoyment		✓	
Article 2: Right to education	✓		The proposals do not involve the denial of any rights to access the educational system; the proposed Family Wellbeing Service will continue to work with families to support and enable students to access education, including supporting them to take up 2 and 3 year Free Early Education Entitlement where they are eligible.

	Article 3: Right to free elections		✓	
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;			✓
	b) any section of the community may face barriers in benefiting from the proposal			✓
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 type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" 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 checked="" type="checkbox"/>	No <input 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:

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