

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

***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:	The Social Care Accommodation Capital Investment Strategy 2019-2037 Investment Strategy
Department and section:	Adults and Communities
Name of lead officer/ job title and others completing this assessment:	<p>Amanda Dexter - Commissioning and Market Shaping Officer Supported Accommodation</p> <p>Shirley Jones - Lead Commissioner Supported Accommodation</p> <p>Fiona McMahon - Interim Care Homes Lead, Adult Social Care</p> <p>Amy Lewis – Commissioning and Market Shaping Officer – Working Age Adults</p> <p>Kevin Turner – Senior Information Governance Officer, Corporate Resources</p>
Contact telephone numbers:	Shirley Jones 0116 305 3113
Name of officer/s responsible for implementing this policy:	<p>Sandy McMillan Assistant Director (Strategic Services) Adults and Communities Department</p> <p>Jon Wilson, Director of Adults and Communities Adults and Communities Department</p>

Date EHRIA assessment started:	12 th March 2019
Date EHRIA assessment completed:	1 st May 2019

Section 1: Defining the policy

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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 *What is new or changed in the policy? What has changed and why?*

The Social Care Accommodation Capital Investment Strategy 2019-2037 proposes major capital investment in Leicestershire over the next twenty years into accommodation-based support options including;

- Extra Care primarily for Older People
- Supported Living, primarily for working age adults with additional support needs for example learning disability, mental health support or physical disability including acquired brain injury.
- Residential Care for Older Adults
- Residential Care – for working age adults with complex needs.

The plan will commission the new build and potential refurbishment of property resulting in a full range of accommodation-based services by 2037 and will affect adults aged 18 + who have or are likely to develop either through age or illness, eligible adult social care needs as defined within the Care Act 2014, that means they may require accommodation-based support.

It is intended that this EHRIA looks at the broad principles of the twenty-year plan. As and when accommodation development projects are proposed, an additional EHIRA will be undertaken for each investment opportunity.

This Strategy and subsequent investment is required for the following reasons:

- Increasing demographic pressures and reducing resources across Social Care
- Adult Social Care's drive to maximise independence and support people at home or as close to home as possible
- Active, healthy engaging communities lead to reduced reliance on health and social care services, yet provision of different models of housing and support options remain underdeveloped in the UK
- The Care Act requires Councils to shape the whole market ensuring adequate provision for all, including for those people who fund their

own care and support needs

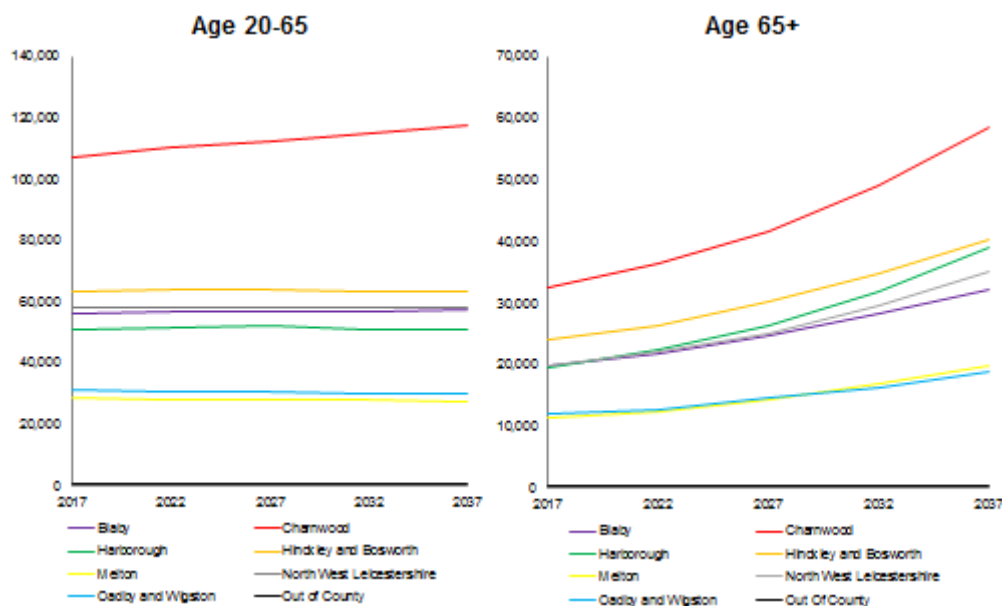
- Limited public knowledge of the housing and support options available
- Limited supply of housing and support options offering a mix of tenure types

The current position in Leicestershire is that there is a shortage of accommodation and increasing concerns over the markets' ability to fully meet needs of Leicestershire residents in the next 25 years and beyond. The market has also changed significantly over the past few years and current financial models are not delivering accommodation at a sustainable level. LCC has an opportunity to use its assets to reduce revenue spend in the future, secure more appropriate accommodation for Leicestershire residents and potentially generate additional income.

Extensive research and modelling done within the Department demonstrates that there are clear gaps in provision across the County for Supported living for working age adults, Extra care and Residential Care. Therefore, there is evidence that supply is not aligned to our commissioning requirements and limits choice.

There is an undersupply of the accommodation required and there is insufficient new investment coming forward to meet future demand based on population change forecasts for 2017-2037. This is likely to lead to a future shortage of care and ultimately rising prices. Furthermore, LCC is typically reliant on the market to decide what accommodation-based services are developed as well as when and where they are built.

See demand graph below.



The Investment Strategy sets out how LCC hoped to address these issues by:

- **Improving service user outcome** - Support the Adult Social Care commissioning strategy by promoting independence and avoiding long

	<p>term institutional care by having a range of more suitable options.</p> <ul style="list-style-type: none"> • Shape the market and ensure capacity – Have greater control in and design of property development for use as social housing (market shaping and development) and determine the most suitable locations based on local intelligence (housing needs analysis). • Contain demand growth - Manage demand by delaying and reducing the need for care by Leicestershire County Council having a greater influence over the development of the care market ensuring it has the right mix of services to meet local demographic need. • Contain cost pressures – Transfer the emphasis from revenue expenditure (due to austerity measures) to improved use of capital expenditure as well as support cost avoidance of exorbitant hotel costs incurred in purchase of residential /other specialist care/support. • Generate income - Get a Return on Investment and therefore generate income to offset challenges of austerity on available budgets. <p>The LCC adult social care client groups referred to in this strategy include all current and future individuals aged 18+with an eligible social care need who have:</p> <ul style="list-style-type: none"> • Learning Disabilities and/or People with Autism • Mental Health Needs • Physical Disability (+ sensory impairment/acquired brain injury) • A learning disability and/or autism and/or a mental health condition, who display behaviour that challenges (who may fall under the Transforming Care Partnership (TCP)) <ul style="list-style-type: none"> • Young people potentially transitioning into Adult Services • Older adults
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>Main policies listed below.</p> <ul style="list-style-type: none"> • Care Act 2014 • Leicestershire County Council Working Together for the benefit of everyone. Strategic Plan 2018-2020 • Leicestershire County Council’s Adult Social Care Strategy 2016- 2020. • Leicestershire County Council’s Accommodation Strategy for Working Age Adults 2017 – 2022. • Leicestershire, Leicester and Rutland (August 2018) Next Steps to Better Care in Leicester Leicestershire and Rutland • Leicestershire, Leicester Rutland Safeguarding Adults policy • Adult Social Care: Accommodation Strategy for Older People 2016-2026 • Leicestershire District Council’s Housing Offer to Health and Wellbeing.

	<ul style="list-style-type: none"> Transforming Care Partnership (Leicester, Leicestershire and Rutland) The Adult Social Care Equipment, Adaptations and Assistive Technology Strategy 2016 – 2020. 										
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The potential impact of capital investment in social care accommodation is relevant to people aged 18 +living in Leicestershire with an eligible need or potential need for social care support, who may be need supported accommodation. This may also include their relatives and ‘carers’. There is also potential impact upon everyone living in Leicestershire.</p> <p>The Investment Strategy intends to improve the number and diversity of accommodation options available for adults eligible for adult social care support across the County. The key aim is to enable individuals to live as independently as possible through supported and/or specialist accommodation.</p> <p>Through an increase in accommodation options, it is intended that the impact on an individual’s relatives and/or carers may be affected. Residents of Leicestershire may be affected by a change to properties in their local neighbourhood and/or local community.</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? (Please tick and explain how)</p> <table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center;">✓</td> <td></td> <td> <p>The Strategy recognises the Council serves a diverse population and supports all individual’s rights to make decisions and choices about their accommodation.</p> <p>This will meet the requirements by the consistent application and review of policies and procedures which inform and guide the commissioning of new accommodation for people with adult social care needs.</p> <p>Transparent decision making about where accommodation will be built and how the building will function.</p> <p>The Authority will take immediate action and deploy multi-agency safeguarding and legal interventions to prevent and stop all forms of harm, neglect and abuse including hate crime. This will include safeguarding tenants and their homes from being targeted by the wider community.</p> </td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	✓		<p>The Strategy recognises the Council serves a diverse population and supports all individual’s rights to make decisions and choices about their accommodation.</p> <p>This will meet the requirements by the consistent application and review of policies and procedures which inform and guide the commissioning of new accommodation for people with adult social care needs.</p> <p>Transparent decision making about where accommodation will be built and how the building will function.</p> <p>The Authority will take immediate action and deploy multi-agency safeguarding and legal interventions to prevent and stop all forms of harm, neglect and abuse including hate crime. This will include safeguarding tenants and their homes from being targeted by the wider community.</p>
	Yes	No	How?								
Eliminate unlawful discrimination, harassment and victimisation	✓		<p>The Strategy recognises the Council serves a diverse population and supports all individual’s rights to make decisions and choices about their accommodation.</p> <p>This will meet the requirements by the consistent application and review of policies and procedures which inform and guide the commissioning of new accommodation for people with adult social care needs.</p> <p>Transparent decision making about where accommodation will be built and how the building will function.</p> <p>The Authority will take immediate action and deploy multi-agency safeguarding and legal interventions to prevent and stop all forms of harm, neglect and abuse including hate crime. This will include safeguarding tenants and their homes from being targeted by the wider community.</p>								

			Process and decisions are open to external scrutiny and civil and criminal legal challenge.
Advance equality of opportunity between different groups	✓		<p>The Strategy aims to improve choices and outcomes for adults with a disability.</p> <p>This accommodation model will extend the opportunity for people with adult social care needs to live in their own home with tenancy rights and access to self-directed support. This will enable individuals to live an ordinary life in the local community, as independently as possible, for as long as possible.</p> <p>The overall service delivery model will promote and protect the right of people using social care to be treated with respect for their dignity and personal autonomy.</p>
Foster good relations between different groups	✓		<p>The Strategy aims to see more adults with a disability living within the community. Inclusive neighbourhood planning with local people linked to property development and good design will promote awareness, understanding, tolerance and respect between different groups of people.</p> <p>This investment may bring added social value including physical and environmental improvements to a local community.</p> <p>For example, small improvements such as a zebra crossing (road safety) reduces physical barriers and improves links to different parts of a neighbourhood. This type of small investment can encourage people in the local community to get outside, get around and talk to each other. This can promote inclusion and contribute to reducing social isolation for people who live locally.</p> <p>Specifications for support services that will take place in the accommodation created via the Strategy, all promote social inclusion and supporting older people living in Extra Care/Residential Care and younger adults in Supported</p>

				Living etc to actively engage in the communities within and outside their immediate residence/scheme/care home.
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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

		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 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.		
	Specific consultation with target individuals regards the Capital Investment Strategy has not been undertaken to date. The Strategy has been presented and discussed at the Learning Disability Partnership Board. More engagement is planned as the strategy develops: when specific investment opportunities arise. Local stakeholder engagement will be carried out.		

	<p>The Department does have significant evidence of current and strategic demand for increased accommodation options and results from service user engagement from recent related Strategies.</p> <p>For example, engagement was undertaken with key internal and external stakeholders to gather views on the challenges and opportunities around the future of supported accommodation, as part the development for Leicestershire County Council's Accommodation Strategy for Working Age Adults 2017 – 2022</p> <p>A targeted survey was completed by 37 individuals representing local authority's, districts, health, housing partners, care providers and the voluntary and community sector during January 2017.</p> <p>Key themes from feedback received can be summarised as follows:</p> <ul style="list-style-type: none"> • Lack of suitable, well located and affordable supported housing across the County for all groups • Self-contained properties with on-site support are favoured (core and cluster) • Capital investment, to increase capacity within the market is key • Difficult national picture affecting local provision • More internal resources needed to facilitate supported living <p>Four individuals and two parent/carers were also interviewed about their journey to supported living and a number of current supported accommodation tenant's views sought.</p> <p>Key themes from individuals can be summarised as follows:</p> <ul style="list-style-type: none"> • Individuals who had moved into supported living found it a positive step • Many had found difficulties in being able to understand/communicate with landlords, especially the format of the information and complaint processes • Some had experienced difficulties from neighbours, and in the community where they lived • Families often felt considerable nervousness around a move to supported living for their loved one <p>The specific property development EHRIA's, which will fit underneath this overarching assessment, will be driven by intelligence and involve local consultation with relevant stakeholders. Evidence and lessons learned from Property refurbishments carried out in 2017/ 2018 will also be used, to understand the impact of recent capital investment and how the new accommodation is working for people who live and work in the new building.</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	✓	
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			
10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may potentially be affected by the policy and describe any positive and negative impacts, including any barriers.		
	Yes	No	Comments
Age	✓		<p>The Investment Strategy will deliver a full range of accommodation options for adults with social care needs aged 18 +.</p> <p>Different age groups within the 18+ age range may be positively and/or negatively affected differently by the Strategy, for example, those who are part of the working age group (18-64) and the older age range, for example, 55 years plus.</p> <p>There are currently 218 individuals living within an Extra Care scheme in Leicestershire. These services are generally intended for older people aged 55 or 60 and over, but are exceptions are in place to ensure that younger adults with specific related disabilities are not discriminated against. This includes younger adults with early onset dementia or with a physical care learning disability.</p> <p>The Residential Care population is also generally older, however there are a number of under 65's currently placed in Residential Care. As of April 2019, 22 individuals under 65's have moved into Residential Care this year to date. A</p>

			<p>principle of the Strategy is to increase community based Supported Living accommodation to decrease the number of working age adults being placed in Residential Care. It is intended that this represents a positive impact for this group.</p>
	Disability	✓	<p>All individuals accessing accommodation that results from the Strategy will be eligible for social care services in line with national eligibility criteria. This is likely to be as a result of a disability.</p> <p>This Strategy is focused on maximising the safety, independence and quality of life of adults with disabilities by promoting accessible accommodation and increasing accommodation options and services. This approach would likely impact eligible disabled people positively.</p> <p>As a result of this work, changes to people's support package in terms of the way that they are supported and who they are supported by, may potentially occur. It may be that some individuals are asked if they want to relocate to a community based supported accommodation setting.</p> <p>Any associated changes to individual's support/residence will need to consider the best way to do this for the individuals involved, through both transition planning, decommissioning and relocation processes.</p>
	Gender Reassignment	✓	<p>The focus on achieving individual outcomes will support equality of service delivery. The Strategy promotes that all</p>

			<p>accommodation should endeavour to provide flexible inclusive services. Ongoing monitoring is required to ensure that services are accessible and inclusive.</p> <p>Any impact on people proposing to reassign their gender, undergoing a process to reassign their gender, or having completed it, is not specifically addressed within the Strategy and therefore any impact is likely to be neutral.</p>
	Marriage and Civil Partnership	✓	<p>Extra Care, Residential Care and Supported Living includes some provision of accommodation for sharing/couples. No specific intentions are included in the overarching Strategy to increase accommodation for sharing/couples and therefore any impact is likely to be neutral.</p>
	Pregnancy and Maternity	✓	<p>It is unlikely that anyone moving into/living within an Extra Care or a non-specialist residential setting would be affected by pregnancy or maternity.</p> <p>Anyone living in supported accommodation, depending on the circumstances around their tenancy, or if they are in shared accommodation and/or their individual situation, may be affected if they become pregnant. Their accommodation and/or support may need to be reviewed/altered. They may not then meet the housing criteria for Supported Living and the Landlord may offer them suitable alternative accommodation.</p>
	Race	✓	<p>The majority of individuals who</p>

			<p>live in Leicestershire are White British. Of the 218 individuals living in Extra Care, 85% are White English/Welsh/Scottish/N Irish/British. This is reflected in Residential Care and Supported Living, where this ethnic group also forms the majority of individuals.</p> <p>The Capital Investment Strategy does not specifically aim to increase the number of non-white individuals living within social care accommodation but is non-discriminatory in assessment of individual's needs.</p> <p>Therefore, any impact is likely to be neutral.</p>
	Religion or Belief	✓	<p>Religion or belief is closely associated with cultural and ethnic differences and all care provided for those eligible for social care support or accommodation should respect religious and other beliefs. Consideration will be given to individual accommodation design to take into account religious and/or cultural practices, for example, inclusion of multi faith prayer facilities, catering requirements.</p> <p>Any impact on people regards their religion or belief is not specifically addressed within the Strategy and therefore any impact is likely to be neutral</p>
	Sex	✓	<p>The majority of individuals currently living within Supported Living settings in Leicestershire are males. This is due to the prevalence of adults aged 18+ within a Supported Living setting in Leicestershire, who have a Learning Disability.</p> <p>Statistically more males have a diagnosed learning disability</p>

			<p>than women. For example, census data from 2011 shows 1,191,000 people as having a learning disability. This includes 905,000 adults aged 18+ (530,000 men and 375,000 women) (Source: People with Learning Disabilities in England 2011).</p> <p>Based on this information, men are more likely to see a beneficial impact on an increase in this type of accommodation as proposed by this Strategy, as oppose to women.</p> <p>Snap shot data from April 2018 shows that most individuals who live in Extra Care and Residential Care in Leicestershire are women. This ranges from 61% - 75% of women living in the Schemes compared to 25% - 41% of men. This is due to general UK life expectancy for men and woman. Based on this information, women are more likely to see a beneficial impact on an increase in this type of accommodation as proposed by this Strategy, as oppose to men.</p> <p>Overall, the impact will be neutral around 'sex'.</p>
	Sexual Orientation	✓	<p>The focus on achieving individual outcomes will support equality of service delivery. The Strategy promotes that all accommodation should endeavour to provide flexible inclusive services. Ongoing monitoring is required to ensure that services are accessible and inclusive.</p> <p>Extra Care, Residential Care and Supported Living includes some provision of accommodation for</p>

			<p>sharing/couples, regardless of sexual orientation.</p> <p>Any particular impact on people based on their sexual orientation is not specifically addressed within the Strategy and therefore any impact is likely to be neutral.</p>
	<p>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</p>	✓	<p>Partnership working with District and Borough Council's to deliver the Strategy will help to identify particular local needs and address accommodation issues in relation to rural areas, homelessness, asylum seekers, disadvantaged communities.</p> <p>Family carers and parents will be included in the development of the Strategy and their views considered.</p> <p>Integration and partnerships with health services will contribute to addressing health inequalities.</p>
	<p>Community Cohesion</p>	✓	<p>Inclusive neighbourhood planning linked to property development will aim to promote awareness, understanding, tolerance and respect between different groups of people. The focus on maximising use of community resources should promote greater inclusion and community cohesion.</p> <p>The 'Wellbeing Service' within Extra Care provision will continue to focus on maximising the use of resources to promote a sense of connection, trust and belonging both within and across communities and groups. With regards to community participation the service model facilitates participation in the community, links with community groups and associations and participation in</p>

				<p>religious and non-religious activities.</p> <p>It should be noted that there may be increased tensions within communities where individuals have newly been settled.</p>
11.	<p>Are the human rights of individuals <i>potentially</i> 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 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> <p>The following statement is taken from the Equality and Human Rights Commission Summary of Submissions following Phase 1 of the Grenfell Tower Inquiry. This was published by the Commission on the 13th March 2019.</p> <p><i>“By failing to take appropriate protective measures to meet the needs of particularly vulnerable groups, the relevant authorities did not fulfil their duty to protect the right to life. Grenfell Tower posed a threat to life for vulnerable groups, such as children, pregnant women, older people, disabled people (including those with cognitive, mobility or sensory impairments) and those who were not fluent in English. Appropriate evacuation policies must be effectively communicated and understood by all residents, especially those living in high-rise buildings.</i></p> <p><i>The housing provided to many of these residents was not suitable for their needs. Policies and practices were not framed with appropriate thought for meeting the different needs of such residents. Housing policies and practices must be reviewed and reconsidered to ensure compliance with legal responsibilities under equality and human rights law (p9).”</i></p> <p><i>... “These failings are manifest. Evidence to the inquiry and in the public domain make this plain. The inquiry should act now and not delay recommendations for remedial action until its final report is ready in 2022 (p10).”</i></p>			
		Yes	No	Comments
Part 1: The Convention- Rights and Freedoms				
	Article 2: Right to life This is an absolute UK citizen right.	X		<p>The delivery of this Strategy is underpinned by the Adult Social Care duty to support individuals rights as a citizen.</p> <p>Any accommodation that is created/sourced because of this Strategy will support people to maintain living in a place of their</p>

			choice within the UK, maintaining/obtaining tenancy/property rights and aims to make achievable the opportunity for people to die at home, if that is their wish.
<p>Article 3: Right not to be tortured or treated in an inhuman or degrading way</p> <p>This is an absolute UK citizen right.</p>	X		<p>The delivery of service is underpinned by the ASC duty to promote wellbeing and personal dignity.</p> <p>All accommodation is expected to be of an acceptable standard to maintain health and dignity. It will be robust, safe and effective environment for adults with social care needs.</p>
<p>Article 4: Right not to be subjected to slavery/ forced labour</p> <p>This is an absolute UK citizen right.</p>	X		<p>The Council and its partners will take immediate action and deploy multi-agency safeguarding and legal interventions to prevent and stop all forms of harm, neglect and abuse</p> <p>The commissioned accommodation model will work to prevent and stop individuals living in community-based accommodation from being targeted or becoming victims of modern slavery, exploitation and living in dangerous or unfit housing conditions.</p>
<p>Article 5: Right to liberty and security</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>	X		<p>In general, individual's liberty will not be reduced, however, in specific circumstances lawful restrictions may be put in place, for example, under the frameworks of Mental Capacity Act, Deprivation of Liberty Safeguards or Court of Protection rulings.</p>
<p>Article 6: Right to a fair trial</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>		X	
<p>Article 7: No</p>		X	

<p>punishment without law</p> <p>This is an absolute UK citizen right.</p>			
<p>Article 8: Right to respect for private and family life</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>	X		<p>Increased accommodation choices will increase the opportunity for individuals to remain living independently in the setting of their choice and respect their personal dignity, autonomy and social relationships.</p> <p>Preserving independent living for longer supports most peoples' preference for pursuing their private and family life at home.</p>
<p>Article 9: Right to freedom of thought, conscience and religion</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>	X		<p>The Strategy continues to facilitate and support and integrate individuals into their own local communities and networks and therefore facilitate them in practicing of their faith or beliefs.</p>
<p>Article 10: Right to freedom of expression</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>	X		<p>The Strategy continues to facilitate and support and integrate individuals into their own local communities and networks and therefore facilitate them in their right to freedom of expression.</p>
<p>Article 11: Right to freedom of assembly and association</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>		X	
<p>Article 12: Right to marry</p> <p>Lawful restrictions can apply to UK citizens under certain circumstances.</p>	X		<p>In general, an individual's right to marry will not be impacted, however, in specific circumstances lawful restrictions may be put in place, for example, under the frameworks of Mental Capacity Act, Deprivation of Liberty Safeguards or Court of Protection rulings.</p>

	Article 14: Right not to be discriminated against Not freestanding.	X		This Capital Investment Strategy is based on the values and principles of Adult Social Care and is designed to ensure that no groups are unintentionally or intentionally excluded or disadvantaged from accessing or benefitting from them.	
Part 2: The First Protocol					
	Article 1: Protection of property/ peaceful enjoyment Lawful restrictions can apply to UK citizens under certain circumstances.	X		Under the plans referenced here, more individuals will have tenancy / property rights. Facilitation people to live independently at home in the community for as long as possible contributes to 'protection of property/peaceful enjoyment.	
	Article 2: Right to education Lawful restrictions can apply to UK citizens under certain circumstances.		X		
	Article 3: Right to free elections This is an absolute UK citizen right.		X		
Section 2					
D: Decision					
13.	Is there evidence or any other reason to suggest that: 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	Yes		No	Unknown
				✓	
				✓	
13.	Based on the answers to the questions above, what is the likely impact of the policy. The impact of the Capital Investment Strategy is likely to be positive or neutral.				

	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input 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 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

	<p>this process, how have you now explored the following and what 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?
<p>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.</p>	
17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you further consulted with those affected on the likely impact and what 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 likely to 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 likely 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?	
		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.

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**

- 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 the Digital Services Team via 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

1st Authorised Signature (EHRIA Lead Officer): Katie Joondan - Strategic Planner
.....K. Joondan.....

Date: ...1.5.19.....

2nd Authorised Signature (DEG Chair):
K.Revell.....

Date:2.5.19.....

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