

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:	Corporate Parenting Strategy
Department and section:	Children & Families Service, Safeguarding and Performance, Leicestershire County Council
Name of lead officer/ job title and others completing this assessment:	Kelda Claire – Service Manager Safeguarding and Performance
Contact telephone numbers:	0116 3059084
Name of officer/s responsible for implementing this policy:	Kay Fletcher – Interim Head of Service Safeguarding, Improvement and Quality Assurance
Date EHRIA assessment started:	October 2019
Date EHRIA assessment completed:	November 2019

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 Corporate Parenting Strategy forms part of the Council's Policy Framework (Schedule 2 to Part 2 of the Constitution). It supports the Council's Strategic Plan outcome for wellbeing and opportunity and keeping people safe and sits alongside the Children and Family Services Department Care Placement Strategy 2018-2021 and the Children and Family Services Continuous Improvement Plan 'The Road to Excellence'</p> <p>The Corporate Parenting Strategy required review and update in response to the launch in April 2019 of the Council's 'Promise' to children in care and care leavers, which sets out its commitment and that of partners such as the district councils, the health sector and voluntary organisations, to provide the best support, guidance and care to children in care and care leavers.</p> <p>The Strategy describes the Council's Corporate Parenting role for the 626 children and young people in care and 276 care leavers who are currently in the care of the Authority (as at November 2019) and the importance of voice and choice, safety, achievement and self-esteem in raising the aspirations for these children.</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>Leicestershire County Council have committed to an offer to our children in care and care leavers; known as 'Our Promise'. This offer has been signed up to by partner agencies identifying what they will pledge to meet the needs of our children.</p> <p>Our Promise makes a commitment directly to young people in 7 key areas which are intrinsically linked to the 7 corporate parenting principles upon which the Corporate Parenting Strategy is based.</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  <p>69. Children in Care Promise A5 Portrait (commitment to the IOffer 01A-compress</p> </div> <div style="text-align: center;">  <p>Partners</p> </div> <div style="text-align: center;">  <p>84. Care Leavers</p> </div> </div>

3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The Corporate Parenting Strategy is for all children in care and care leavers and is based upon the collective duty of Leicestershire County Council, elected members and partner agencies to ensure that the 7 Corporate Parenting Principles (Children and Social Work Act 2017) are effectively met for all of our children, improving experiences and outcomes.</p> <p>To act in the best interest, and promote the physical and mental health and wellbeing, of those children and young people.</p> <p>To encourage those children and young people to express their views, wishes and feelings.</p> <p>To take into account the views, wishes and feelings of those children and young people.</p> <p>To help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners.</p> <p>To promote high aspirations, and seek to secure the best outcomes, for those children and young people.</p> <p>For those children and young people to be safe, and for stability in their home lives, relationships, and education or work.</p> <p>To prepare those children and young people for adulthood and independent living.</p> <p>This Corporate Parenting Strategy provides the foundation and value base for how Leicestershire County Council will deliver high quality services to our children in care and care leavers. It highlights where we are, where we want to be and how we intend to develop further to achieve our aspirations as corporate parents and to enable our children to meet their own ambitions and be successful in what they do now and in the future.</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" data-bbox="268 1630 1417 2038"> <thead> <tr> <th data-bbox="268 1630 571 1671"></th> <th data-bbox="571 1630 687 1671">Yes</th> <th data-bbox="687 1630 799 1671">No</th> <th data-bbox="799 1630 1417 1671">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="268 1671 571 1816">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="571 1671 687 1816">✓</td> <td data-bbox="687 1671 799 1816"></td> <td data-bbox="799 1671 1417 2038" rowspan="3">The Strategy identifies the duty to all children in care and care leaver to support improved opportunity, experiences and outcomes for all.</td> </tr> <tr> <td data-bbox="268 1816 571 1962">Advance equality of opportunity between different groups</td> <td data-bbox="571 1816 687 1962">✓</td> <td data-bbox="687 1816 799 1962"></td> </tr> <tr> <td data-bbox="268 1962 571 2038">Foster good relations between</td> <td data-bbox="571 1962 687 2038">✓</td> <td data-bbox="687 1962 799 2038"></td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	✓		The Strategy identifies the duty to all children in care and care leaver to support improved opportunity, experiences and outcomes for all.	Advance equality of opportunity between different groups	✓		Foster good relations between	✓	
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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.		

Section 2

B: Monitoring Impact

		Yes	No
9.	Are there systems set up to:		

	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	✓		The Corporate Parenting Strategy is for children in care and care leavers 0-25 years. To ensure effective and meaningful intervention and aspirations to improve outcomes. The proposed changes should have a positive impact enabling a broader understanding of responsibilities of the whole council, elected members and partner agencies.
Disability	✓		The Corporate Parenting Strategy is inclusive of all our children including those with an identified disability. Therefore, the positive impact of the strategy will include this group of children in care and care leavers
Gender Reassignment	✓		The Corporate Parenting Strategy is inclusive of all our children including those identifying with gender reassignment. Therefore, the positive impact of the strategy will include this group of children in care and care leavers
Marriage and Civil Partnership		✓	The proposal does not make any differentiation between children based on this protected characteristic and therefore no potential or actual impact is expected.
Pregnancy and Maternity		✓	The proposal does not make any differentiation between children in care and care leavers based on this protected characteristic and therefore no potential or actual impact is expected.

	Race		✓	The change is not expected to impact of this characteristic.
	Religion or Belief		✓	The Strategy will not seek to discriminate because of religion or belief
	Sex		✓	The change is not expected to impact on this characteristic.
	Sexual Orientation	✓		The Corporate Parenting Strategy is inclusive of all our children including those identifying as LGBTQ. Therefore, the positive impact of the strategy will include this group of children in care and care leavers
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓		The proposed changes should have a positive impact on children that have an Educational Health Care Plan particularly those described in 'other groups'. They will have access to more choice and local provision, reduced travel and closer friendship groups.
	Community Cohesion	✓		Although SEND belonging to a particular community is not a 'protected characteristic' within the Equality Act 2010, the Council recognises social cohesion (the promotion of a sense of connection, trust and belonging both within and across communities and groups) as a priority. The proposed new units and schools will provide opportunities for the community to engage with the new provision benefitting both the community, staff and pupils i.e. potential work experience, use of buildings, good links to the wider community to support social mobility and independence.
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>			
		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		✓		
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 2				
D: Decision				
13.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	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		✓	

13.	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"/>
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 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?

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, **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.										
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;"></th> <th style="width: 50%;">Comments</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Age</td> <td></td> </tr> <tr> <td style="text-align: center;">Disability</td> <td></td> </tr> <tr> <td style="text-align: center;">Gender Reassignment</td> <td></td> </tr> <tr> <td style="text-align: center;">Marriage and Civil Partnership</td> <td></td> </tr> </tbody> </table>		Comments	Age		Disability		Gender Reassignment		Marriage and Civil Partnership	
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	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	
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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? <i>e.g. policy reviews, annual plans and use of performance management systems</i>

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your Departmental Equalities Group and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to the Digital Services Team via web@leics.gov.uk 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: 05.12.2019

2nd Authorised Signature (DEG Chair):



Date:5/12/19.....