

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:	Equality Strategy 2020-24
Department and section:	Communities, Policy & Resilience Chief Executive's
Name of lead officer/ job title and others completing this assessment:	Andrew Jeffreys, Policy Officer (Equalities) Donna Worship, Policy Manager
Contact telephone numbers:	0116 305 5501
Name of officer/s responsible for implementing this policy:	Andrew Jeffreys, Policy Officer (Equalities)
Date EHRIA assessment started:	18.10.19
Date EHRIA assessment completed:	11.11.19

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>Under the Equality Act 2010 (Specific Duties) Regulations 2011, the Council is required to publish relevant and proportionate information about how it complies with the general equality duty in the Equality Act 2010 and to set itself specific and measurable objectives at least every four years (starting from 6th April 2012). These objectives must be made available to the public in an accessible way and so the Council has published an Equality Strategy in 2012, 2013-2016 and 2016-2020.</p> <p>The Council is now preparing to consult on its new Equality Strategy for the period 2020-2024 to be published in accordance with the statutory deadline. The Equality Strategy 2016-20 was based around eight priority equality objectives which require review in order to meet the aims of the new strategy. These objectives have been refined into five priority areas under the new Strategy.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The draft Equality Strategy 2020-24 is relevant to all policy-making by Leicestershire County Council, driving equality, diversity, community cohesion and human rights priorities across Leicestershire, as well as being directly aligned to the outcomes in the Council's Strategic Plan 2018-23 for everybody in Leicestershire:</p> <ul style="list-style-type: none"> • Strong economy • Wellbeing and opportunity • Keeping people safe • Great communities • Affordable and quality homes <p>The Strategic Plan is driven by key principles that support how the Council will meet the goals it has set for the draft Equality Strategy 2020-24 through making informed decisions based on knowledge of specific inequalities to develop measures and means of working that make the best use of the Council's and others' resources.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The draft Equality Strategy 2020-24 aims to benefit all citizens in Leicestershire, whether as service users, Council employees or through partner organisations and networks. It particularly focuses on people covered under the nine protected characteristics of the Equality Act 2010 both as individuals or collectively to achieve positive equality, diversity, community cohesion and human rights outcomes.</p>

4	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)			
		Yes	No	How?
	Eliminate unlawful discrimination, harassment and victimisation	X		The draft Equality Strategy 2020-24 outlines a commitment to all three of the Council's statutory duties under the Equality Act 2010. It will be supported by an action plan for each year of the strategy period setting out how the Council will prevent discriminatory and unfair treatment, enable equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.
	Advance equality of opportunity between different groups	X		
Foster good relations between different groups	X			

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

Section 2: Equality and Human Rights Impact Assessment Screening

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

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

Section 2

A: Research and Consultation

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

8.	<p>*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.</p> <p>A 3-month public consultation on the aims and objectives of the draft Equality Strategy 2020-24 will run from November 2019 to January 2020 to obtain views on issues and priorities for the target and secondary groups. This will be complemented by opportunities for internal and external stakeholders to shape the final form of the Equality Strategy 2020-24 before it is presented to Cabinet and Council for approval to meet the statutory deadline.</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;	X	
	b) enable open feedback and suggestions from different communities	X	

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	X		The draft Equality Strategy 2020-24 is expected to have a positive impact on each of the nine protected characteristics under the Equality Act 2010 and the Council's responsibilities under the Act to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. The Strategy recognises that reducing barriers of access and opportunity is fundamental to delivering and enhancing outcomes for people with protected
	Disability	X		
	Gender Reassignment	X		
	Marriage and Civil Partnership	X		
	Pregnancy and Maternity	X		
	Race	X		
	Religion or Belief	X		
	Sex	X		

	Sexual Orientation	X		characteristics and to the wider society.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		The draft Equality Strategy 2020-24 and the Council's commitment to equality, diversity, community cohesion and human rights extends to ensuring that the needs of these groups are recognised and met through proportionate and specific actions and so is likely to result in a positive impact.
	Community Cohesion	X		The draft Equality Strategy 2020-24 includes the aim of wanting Leicestershire to be a place where people and groups in communities enjoy good quality of life and relations between each other. This will be developed in the supporting action plans and by working with partners through key public sector and representative bodies and so is likely to result in a positive impact.
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	X		The draft Equality Strategy 2020-24 includes a commitment for the Council to consider every opportunity to promote or protect relevant human rights in our policies, practices, functions and procedures, and to make people aware of their human rights to inform any decisions they may make on seeking due redress for potential or actual breaches of those rights. This is likely to have a positive impact.
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		
	Article 4: Right not to be subjected to slavery/ forced labour	X		
	Article 5: Right to liberty and security	X		
	Article 6: Right to a fair trial	X		
	Article 7: No punishment without law	X		

	Article 8: Right to respect for private and family life	X		
	Article 9: Right to freedom of thought, conscience and religion	X		
	Article 10: Right to freedom of expression	X		
	Article 11: Right to freedom of assembly and association	X		
	Article 12: Right to marry	X		
	Article 14: Right not to be discriminated against	X		
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment	X		The draft Equality Strategy 2020-24 includes a commitment for the Council to consider every opportunity to promote or protect relevant human rights in our policies, practices, functions and procedures, and to make people aware of their human rights to inform any decisions they may make on seeking due redress for potential or actual breaches of those rights. This is likely to have a positive impact.
	Article 2: Right to education	X		
	Article 3: Right to free elections	X		
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;		X	
	b) any section of the community may face barriers in benefiting from the proposal		X	
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 checked="" type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report *is required*, continue to Section 3 on Page 7 of this document.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report *is not required*, continue to Section 4 on Page 14 of this document.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think *thoroughly* about the impact of the policy and to critically examine whether it is *likely* to have a positive or negative impact on different groups within our diverse communities. It should also identify any barriers that may adversely affect under-represented communities or groups that may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups, it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

15. Based on the gaps identified either in the EHRIA Screening or independently of this process, *how* have you now explored the following and *what* does this information/ data tell you about each of the diverse groups?

a) current needs and aspirations and what is important to individuals and

	<p>community groups (including human rights);</p> <p>b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</p> <p>c) likely barriers that individuals and community groups may face (including human rights)</p>
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.														
	<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> <tr> <td style="text-align: center;">Pregnancy and Maternity</td> <td></td> </tr> <tr> <td style="text-align: center;">Race</td> <td></td> </tr> </tbody> </table>		Comments	Age		Disability		Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity		Race	
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	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):

Date:

2nd Authorised Signature (DEG Chair):

Date:

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