

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:	Children and Family Service Departmental Plan 2020-23
Department and section:	Children and Family Service –Commissioning and Planning
Name of lead officer/ job title and others completing this assessment:	Mala Razak – Children and Families Partnership Manager
Contact telephone numbers:	0116 305 8055
Name of officer/s responsible for implementing this policy:	Jane Moore - Director Children and Family Services
Date EHRIA assessment started:	27/04/20
Date EHRIA assessment completed:	27/04/20

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 draft plan for 2020-23 has been developed to fulfil statutory duties and provide a basis for the Children and Family Service's vision, planning, commissioning and delivery of services until 2023 and builds on the previous plan for 2017-20. The key change is this new plan is the removal of improving children's emotional health and wellbeing as a separate and discreet strategic priority as the view now taken is that this should be woven in throughout the plan.</p> <p>The plan for 2020-23 and associated actions reflect current needs and strategic priorities and plan provides a vehicle for the Children and Family Service to work together on shared priorities, maximise resources and expertise and to avoid duplication.</p> <p>The plan will provide the context within which Children and Family Service budgets are produced and will continue to ensure that the County Council makes best possible use of its resources.</p> <p>The department has identified four ambitions and associated priority actions to contribute towards improving outcomes for the children, young people and families of Leicestershire:</p> <ul style="list-style-type: none"> • Help every child to get the best possible start in life: <ul style="list-style-type: none"> Priority 1: Identify those children who would benefit from support at the earliest opportunity Priority 2: Embed our offer around school readiness and children's early language skills Priority 3: Promote clear and consistent messages relating to 1001 critical days and the life chances of young children • Help children and their families build strength, resilience, confidence and capacity: <ul style="list-style-type: none"> Priority 1: Establish a revised Children and Family Wellbeing Service (CFWS) offer following the evaluation of early help services and the integration of family, youth, and children centre services. Priority 2: Develop effective multi-agency identification, assessment and support for families with children who require additional support or who have special education needs. Priority 3: Work with partner agencies to develop early help assessments and early help support at Tier 2 of the multi-agency Safeguarding Children Partnership threshold
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	<p>Priority 4: Provide effective, co-ordinated support for children at key transition points, such as school readiness and the journey to adulthood.</p> <ul style="list-style-type: none"> • Help children in Leicestershire to live in safe, stable environments and have secure attachments: <p>Priority 1: Ensure all children and families receive the Right Service, at the Right Time, in the Right Place</p> <p>Priority 2: Ensure we have sufficient, good quality placements to meet children's needs</p> <p>Priority 3: Children understand their care plan and have emotional permanence</p> <p>Priority 4: Support young people to prepare for adulthood</p> <ul style="list-style-type: none"> • Help every child to have access to good quality education to ensure they achieve their maximum potential: <p>Priority 1: Ensure that pupils with SEND achieve the best possible outcomes delivered through appropriate education settings</p> <p>Priority 2: Ensure that every child has access to good school places in all Leicestershire areas</p> <p>Priority 3: Ensure best possible outcomes for all learners</p> <p>Priority 4: Effective admissions arrangements promote diversity and choice and meet the needs of vulnerable groups</p>								
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The Children and Family Service departmental plan 2020 – 23 is aligned to the County Council's Strategic Plan for 2018-22 'Working Together for the Benefit of Everyone' and aims to set out how the Department will contribute to the delivery and achievement of the Council's five strategic outcomes.</p> <p>It also aligns to Leicestershire's Children and Families Partnership plan and partnership plans including Leicester, Leicestershire and Rutland Infant Feeding and Infant Mortality Strategies, Leicestershire and Rutland Sport Physical Activity and Sport Strategy, Leicestershire Health and Wellbeing Strategy, Leicestershire Food Plan and Future in Mind.</p>								
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25) across Leicestershire.</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="276 1921 1415 2029"> <thead> <tr> <th data-bbox="276 1921 571 1957"></th> <th data-bbox="571 1921 687 1957">Yes</th> <th data-bbox="687 1921 804 1957">No</th> <th data-bbox="804 1921 1415 1957">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="276 1957 571 2029">Eliminate unlawful discrimination,</td> <td data-bbox="571 1957 687 2029"></td> <td data-bbox="687 1957 804 2029"></td> <td data-bbox="804 1957 1415 2029">The plan aims to ensure all people are treated fairly and promotes</td> </tr> </tbody> </table>		Yes	No	How?	Eliminate unlawful discrimination,			The plan aims to ensure all people are treated fairly and promotes
	Yes	No	How?						
Eliminate unlawful discrimination,			The plan aims to ensure all people are treated fairly and promotes						

harassment and victimisation	x		consistent and joined-up approaches to the delivery of information, support and services for children, young people and families. Interventions to support individuals will help with equality of outcome by supporting those identified as most in need of help. This will support the elimination of unlawful discrimination, harassment and victimisation whilst helping to advance equality of opportunity and good relations between different groups.
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

		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	<p>Yes –</p> <p>The Children and Family Service actively seeks feedback from children, young people and families across Leicestershire as part of direct work undertaken with families, through specific engagement activity and through forums including the Children's Youth Council for Leicestershire (CYCLe), Children in Care Council and the SEND Parent Carer Forum and their views have been considered as part of the development of the Plan. The Plan has also been shaped by key themes emerging from the Make Your Mark 2019 National Youth Ballot in which over nine thousand young people from across Leicestershire voted on the issues most important to them.</p>	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		

8.	*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.
	N/A

Section 2**B: Monitoring Impact**

9.	Are there systems set up to:	Yes	No
	<p>a) monitor impact (positive and negative, intended and unintended) for different groups;</p> <p>b) enable open feedback and suggestions from different communities</p>	<p>Yes – Leads have been identified for each of the 4 ambitions and associated priority actions. They are tasked with working with internal and external partners and other stakeholders to deliver activity against each priority action. Detailed delivery plans are being developed for each ambition. Ambition leads will provide quarterly progress reports to the Children and Family Service DMT. Delivery plans will be reviewed annually. The Department also intends to seek annual feedback from children, young people and families through consultation activity.</p>	

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 aim of the plan is to improve outcomes for all children and young people aged 0 – 19 (25). Therefore, there is the potential for all children and young people to experience a positive impact as a result of the plan.
	Disability	x		The aim of the plan is to improve outcomes for all children and young, therefore, there is the potential for children and young people with a

			<p>disability to experience a positive impact as a result of the plan as it will seek to develop effective multi-agency identification, assessment and support for families with children who require additional support or who have special education needs, to work with partner agencies to develop early help assessments and early help support at Tier 2 of the multi-agency Safeguarding Children Partnership threshold and to provide effective, co-ordinated support for children at key transition points, such as school readiness and the journey to adulthood.</p>
	Gender Reassignment	x	The plan would not seek to discriminate against any child or young person and would seek to ensure that the needs of all children and young people are met
	Marriage and Civil Partnership	x	The plan would not seek to discriminate against any family and would seek to ensure that the needs of all families are met.
	Pregnancy and Maternity	x	The aim of the plan is to improve outcomes for all children and young people and expectant parents and includes a focus on the first 1001 days from conception to 2 years. Therefore, there is the potential for babies and expectant mothers to experience a positive impact as a result.
	Race	x	The aim of the plan is to improve outcomes for all children and young people therefore there is the potential for children and young people from all racial backgrounds to experience a positive impact as a result of the plan.
	Religion or Belief	x	The aim of the plan is to improve outcomes for all children and young people, therefore there is the potential

				for children and young people off all religious backgrounds to experience a positive impact as a result of the plan.
	Sex	x		The aim of the plan is to improve outcomes for all children and young people aged therefore there is the potential for children and young people from all genders to experience a positive impact as a result of the plan.
	Sexual Orientation	x		The aim of the plan is to improve outcomes for all children and young people therefore there is the potential for young people of any orientation to experience a positive impact as a result of the plan.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	x		The aim of the plan is to improve outcomes for all children and young people therefore there is the potential for all children and young people to experience a positive impact as a result of the plan as it will seek to ensure all children and families receive the Right Service, at the Right Time, in the Right Place
	Community Cohesion	x		The aim of the plan is to improve outcomes for all children and young people therefore there is the potential for children, young and families people in all communities to experience a positive impact as a result of the plan.
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		Focus areas of the plan include promoting key messages around the First 1001 Critical Days which should assist in promoting healthy pregnancies and contributing to local and national targets around infant mortality
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	
Article 2: Right to education	x		Focus areas of the plan include: - promotion of key messages around School Readiness - providing effective, co-ordinated support for children at key transition points, such as school readiness - ensuring that pupils with SEND achieve the best possible outcomes delivered through appropriate education settings - ensuring that every child has access to good school places

				- ensuring best possible outcomes for all learners
	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 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?

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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): MALA RAZAK.....

2nd Authorised Signature (DEG Chair):

PM Sumner

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Date: ...6th MAY 2020.....