



## 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](mailto: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

<b>Name of policy being assessed:</b>	Leicestershire DA Reduction Strategy 2022-25
<b>Department and section:</b>	CFS
<b>Name of lead officer/ job title and others completing this assessment:</b>	Anita Chavda Projects & Planning Officer, CST.
<b>Contact telephone numbers:</b>	0116 3057662
<b>Name of officer/s responsible for implementing this policy:</b>	Head of Service - Gurjit Samra-Rai DA Act Officer - Sabrina Hussain
<b>Date EHRIA assessment started:</b>	Jan 2022
<b>Date EHRIA assessment completed:</b>	

## 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? What has changed and why?</p> <p><b>New:</b> <i>Statutory Duty under the DA Act 2021, places a duty on Tier One local authorities to provide support to victims of domestic abuse and their children within refuges and other safe accommodation. Part 4 of the 2021 Act introduces a new statutory duty on local authorities which places clearer accountability on local areas to ensure the needs of victims within refuges and other forms of domestic abuse safe accommodation are met in a consistent way across England.</i></p> <p>The Leicestershire Domestic Abuse Reduction Strategy 2022-25 outlines how Leicestershire County Council (LCC) will work in partnership to reduce Domestic Abuse and support victims and how the statutory duties associated with the provision of safe accommodation will be implemented, as required by the Domestic Abuse Act 2021.</p> <p>Under this new duty, tier one authorities in England will be required to appoint a Domestic Abuse Local Partnership Board to provide the governance for this work. The statutory guidance describes Domestic Abuse Support within Safe/ relevant Accommodation as:</p> <ul style="list-style-type: none"> <li>• Overall management of services within relevant accommodation – including, the management of staff, payroll, financial and day to day management of services and maintaining relationships with the local authority (such functions will often be undertaken by a Service Manager)</li> <li>• Support with the day-to-day running of the service, for example scheduling times for counselling sessions, group activities (such functions may often be undertaken by administrative or office staff)</li> <li>• Advocacy support – development of personal safety plans, liaison with other services (for example, GPs and Social Workers, welfare benefit providers)</li> <li>• Domestic abuse prevention advice – support to assist victims to recognise the signs of abusive relationships, to help them remain safe (including online), and to prevent re-victimisation.</li> <li>• Specialist support for victims</li> <li>• Designed specifically for <b>victims with protected characteristics (also known as by and for), such as faith services, translators and interpreters within BAME-led refuges, immigration advice, interpreters for victims identifying as deaf and / or hard of hearing, and dedicated support for LGBTQ+ victims [not limited to].</b></li> <li>• Designed specifically for victims with unique and / or complex needs such as, mental health advice and support, drug and alcohol advice and support, including sign posting accordingly.</li> <li>• Children's support – including play therapy and child advocacy.</li> <li>• Housing-related support – providing housing-related advice and</li> </ul>
---	---

support, for example, securing a permanent home, rights to existing accommodation and advice on how to live safely and independently.

- Advice service – financial and legal support, including accessing benefits, support into work and establishing independent financial arrangements.
- Counselling and therapy (including group support) for both adults and children, including emotional support.

The strategy has adopted the Government definition of domestic abuse as outlined in the DA Act 2021. The new definition emphasises that domestic abuse is not only physical violence, but can also be emotional, coercive or controlling behaviour, and economic abuse. It states: "Children and young people are deemed to be victims, as a result of seeing, hearing or otherwise experiencing domestic abuse between two people where the child is related to at least one of them whether that be the victim or perpetrator".

This strategy will work to ensure that all victims are supported to remain safe in their own home if they wish and it is safe to do so, or access alternative safe accommodation and support. It outlines how agencies will work in partnership to provide victims with a range of options, enabling them to make the choices that they feel are right for them.

It describes how safe accommodation and support for domestic abuse (DA) victims and survivors will be provided over the next three years and outlines five objectives that will be the focus of delivery, these include: **Early Intervention and Prevention, Targeted Support, Reachable Services, DA Act (Part 4) – Safe Accommodation, Strong Partnerships**. Each of these priority areas outlines within the [DA Reduction Strategy 2022-25](#) outlines: where we are now, what we want to achieve and how we will get there.

A new Delivery Plan will deliver the Strategy. Progress against the implementation plan will be monitored by the Director of Children and Family Services (CFS) and the CFS DA Strategic Group, Chaired by the Assistant Director for Targeted Early Help and Social Care. Progress information will also be shared with partners and key stakeholders to ensure alignment across the system and monitored by the DA Local Partnership Board.

Previously partnership arrangements and delivery were undertaken through an LLR Approach for the delivery of DA Services. At this time the service provision needs were informed by the Joint DA/SV Needs Assessment 2019 This Needs Assessment identified gaps in services and CFS undertook further data analysis within the department and identified a strategic approach for responding to domestic abuse. During 2020/21 CFS were working to the 2020/22 delivery plan and delivered against the following priorities:

- Implementing a strategic approach aligned with LCC needs.
- Using DATA to understand local need and measure impact
- Effective Recognition and prevention
- Risk Assessment, Intervention and Planning
- Clear, effective pathways

The majority of objectives under these priority areas have been met and those still outstanding will be rolled over within the new delivery plan.

The Delivery Plan for the new Leicestershire DA Reduction Strategy and the

	<p>commissioning process is being led by the CFS Commissioning team. Under targeted support this new strategy will take into consideration the needs of those victims with protected characteristics.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</p> <p>This is a New DA Reduction Strategy based on the DA Act 2021 statutory requirements.</p> <p>As a requirement under this new duty, a new Leicestershire Needs Assessment was undertaken in 2021. It demonstrates a year-on-year increase in under 18's becoming victims of DA; in 20/21; this increase equated to almost a doubling on the previous year. The highest prevalence of child victim age in both 18/19 and 19/20 was 6-11year olds, changing to 0-5year olds in 20/21.</p> <p>In 20/21 LCC, changed practice in the Children's Social Care Assessment Team to include other children in the family as part of all case management records; this saw the number of children being identified as victims of DA increase dramatically, enabling us to identify over three times as many children requiring support, in line with the requirements of the new DA Act (2021).</p> <p>The priorities that form the new Strategy align closely with the vision and aims set out in the County Council's revised draft Strategic Plan (2022-26),. The draft Strategic Plan is based on five strategic outcomes which reflect the Council's vision for Leicestershire. Each outcome is accompanied by specific aims and actions to deliver the outcome over the next four years. With the strongest links to the DA Strategy is the 'Keeping People Safe and Well' outcome, which covers the outcome with the strongest links to the DA Strategy is the 'Keeping People Safe and Well' outcome, which covers people being safe and well in their daily lives, as well as the Council's safeguarding duties to protect vulnerable people.</p> <p>This outcome includes a sub-outcome 'People at the most risk are protected from harm', an aim for vulnerable people to be identified and protected from harm and abuse. This is supported by an action for the County Council to focus on combatting sexual violence and domestic abuse by developing a DA Strategy, protecting all survivors and their families in safe and appropriate accommodation and improving our understanding of perpetrators and how to respond to them.</p> <p>Leicestershire County Council's Children and Family Service is committed to becoming a trauma informed responsive department where "we are stronger together. The culture is one of partnership where we look for solutions and recognise the potential impact of trauma on the children and families we work with in Leicestershire." The new DA Strategy Reduction Strategy is intrinsically linked within this approach.</p> <p>In February 2021, the Leicestershire, Leicester and Rutland (LLR) Strategic Partnership Board (SPB) accepted the recommendations of a document, 'Update of a Trauma-informed System'. LCC is a partner in this initiative and</p>

	<p>are working with partner agencies to take this work forward.</p> <p>Since the launch in March 2021, the Children and Family Department is working to implement this into everyday practice. The following definition of trauma is the one that we are working to:</p> <p>Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual wellbeing.</p> <p>What do we mean by becoming a trauma informed, responsive organisation?</p> <p>The term trauma-informed describes an approach that recognises the pervasiveness and potential impact of trauma on our children and families, our staff, our organisation, and our communities and means we are committed to ensuring that this understanding is incorporated into every aspect of our administration, culture, environment, and service delivery. It acknowledges that every interaction is an intervention that relationships are at the core of the work, that everyone contributes to the experience of the service everyone in the organisation has a role to play.</p> <p>Trauma from oppression and discrimination and under the areas we lead on we ensure we focused on equality, Diversity and inclusion as a workforce led by the Director and Deputy AD with the Race Inclusion Board. A trauma-informed organisation actively works to decrease traumatisation and supports resilience, healing, and well-being. A trauma-informed perspective supports the resilience of people and communities through the work they do and the way they do it. It incorporates core principles of safety, trust, collaboration, choice, and empowerment and delivers services in a manner that avoids inadvertently repeating unhealthy interpersonal dynamics in the practitioner/family relationship</p> <p>There is a plan of how CFS will deliver trauma informed practice across the service. The work is led via a strategic Group that meets on a monthly basis chaired by our Assistant Director with representatives from across the services that drives the work that is taking place across the following key areas:</p> <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Physical Environment</li> <li>• Workforce Development</li> <li>• Engagement &amp; Participation</li> <li>• Language &amp; Communication</li> <li>• Policies and Procedures</li> <li>• Commissioning</li> <li>• Staff wellbeing</li> <li>• Supervision</li> <li>• Recruitment &amp; Retention</li> <li>• Partnership working</li> <li>• Assessment &amp; Interventions</li> </ul>
3	Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

	<p>A Leicestershire DA Needs Assessment has been carried out by SafeLives in line with this new duty and it identified that people from protected characteristics were under presented.</p> <p>The Needs Assessment has highlighted that within the datasets, data capture for certain categories is lacking. This includes:</p> <ul style="list-style-type: none"> <li>• <b>Ethnicity:</b> Different ethnic groups have different experiences of services and experience different barriers. It is important to ensure that ethnicity is captured appropriately to fully understand the demographic and needs of Leicestershire.</li> <li>• <b>Sexual Orientation and Gender Identity:</b> Those in LGBT+ relationships face additional barriers to reporting and accessing services. It is important to ensure that this information is asked and captured in order to fully understand the demographics and needs of Leicestershire.</li> <li>• <b>Socio Economic status:</b> Research in the UK has consistently found vulnerability to DA to be associated with low income, economic strain, and benefit receipt.</li> </ul> <p>In tended change / outcome: targeted support will be planned within the commissioning process and outlined within the delivery plan.</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? <b>(Please tick and explain how)</b></p>		
	<b>Yes</b>	<b>No</b>	<b>How?</b>
Eliminate unlawful discrimination, harassment and victimisation	✓		Appropriate outreach and intervention support /services to be commissioned in line with the new DA Act Duty to ensure appropriate housing accommodation and outcomes are reached for Victims of DA under the strategies 5 priorities.
Advance equality of opportunity between different groups	✓		This will be achieved by targeting support to the groups identified from the 2021 DA Needs Assessment as outlined above.
Foster good relations between different groups	✓		Aim to provide appropriate support to all DA Victims including focusing on targeted support.

## Section 2: Equality and Human Rights Impact Assessment (EHRIA) 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 2A: Research and Consultation

<b>5.</b>	Have the target groups been consulted about the following?	<b>Yes</b>	<b>No*</b>
	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	✓	
<b>6.</b>	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	<b>NA</b> <b>Done by Safe Lives</b>	
<b>7.</b>	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	<b>All Public Survey done</b>	
<b>8.</b>	*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 2B: Monitoring Impact

<b>9.</b>	Are there systems set up to:	<b>Yes</b>	<b>No*</b>
	a) monitor impact (positive and negative, intended and unintended) for different groups;	<b>Yes</b>	
	b) enable open feedback and suggestions from different communities	<b>Yes</b>	

\*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 2C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <b>potentially</b> be affected by the policy and describe any positive and negative impacts, including any barriers.		
	Yes	No	<b>Comments</b>
<b>Age</b>	✓		Positive impact on this group - The strategy describes how safe accommodation and support for domestic abuse (DA) victims and survivors will be provided over the next three years and outlines five objectives that will be the focus of delivery, these include: Early Intervention and Prevention, Targeted Support, Reachable Services, DA Act (Part 4) – Safe Accommodation, Strong Partnerships.
<b>Disability</b>	✓		Positive impact on this group - The strategy describes how safe accommodation and support for domestic abuse (DA) victims and survivors will be provided over the next three years and outlines five objectives that will be the focus of delivery, these include: Early Intervention and Prevention, Targeted Support, Reachable Services, DA Act (Part 4) – Safe Accommodation, Strong Partnerships.
<b>Gender Reassignment</b>	✓		Positive impact on this group - The strategy describes how safe accommodation and support for domestic abuse (DA) victims and survivors will be provided over the next three years and outlines five objectives that will be the focus of delivery, these include: Early Intervention and Prevention, Targeted Support, Reachable Services, DA Act (Part 4) – Safe Accommodation, Strong Partnerships.
<b>Marriage and Civil</b>	✓		Positive impact on this group -



	<b>Partnership</b>			as above
	<b>Pregnancy and Maternity</b>	✓		Positive impact on this group - as above
	<b>Race</b>	✓		Positive impact on this group – as above
	<b>Religion or Belief</b>	✓		Positive impact on this group - as above
	<b>Sex</b>	✓		Positive impact on this group - as above
	<b>Sexual Orientation</b>	✓		Positive impact on this group - as above
	<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓		Positive impact on this group - as above
	<b>Community Cohesion</b>	✓		Positive impact on this group - as above
<b>11.</b>	<p>Are the human rights of individuals <b>potentially</b> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> 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>			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Part 1: The Convention - Rights and Freedoms</b>			
	<b>Article 2: Right to life</b>	✓		
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	✓		
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	✓		
	<b>Article 5: Right to liberty and security</b>	✓		

<b>Article 6: Right to a fair trial</b>	✓		
<b>Article 7: No punishment without law</b>	✓		
<b>Article 8: Right to respect for private and family life</b>	✓		
<b>Article 9: Right to freedom of thought, conscience and religion</b>	✓		
<b>Article 10: Right to freedom of expression</b>	✓		
<b>Article 11: Right to freedom of assembly and association</b>	✓		
<b>Article 12: Right to marry</b>	✓		
<b>Article 14: Right not to be discriminated against</b>	✓		
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/ peaceful enjoyment</b>	✓		
<b>Article 2: Right to education</b>	✓		
<b>Article 3: Right to free elections</b>	✓		

## Section 2D: Decision

<b>12.</b>	Is there evidence or any other reason to suggest that:		<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	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			✓	
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of the policy? (Please tick)				
	No Impact	Positive Impact ✓	Neutral Impact	Negative Impact or Impact Unknown	
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report</b>					

**is required.**

<b>14.</b>	Is an EHRIA report required?	Yes	No ✓
------------	------------------------------	-----	---------

## **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

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 3A: 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, <b>how</b> have you now explored the following and <b>what</b> does this information/ data tell you about each of the diverse groups? <ul style="list-style-type: none"> <li>a) current needs and aspirations and what is important to individuals and community groups (including human rights);</li> <li>b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</li> <li>c) likely barriers that individuals and community groups may face (including human rights)</li> </ul>
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><b>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.</b></p>	
17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <b>how</b> have you further consulted with those affected on the likely impact and <b>what</b> 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 3B: 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 <b>likely</b> to be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.
	<b>Comments</b>
<b>Age</b>	
<b>Disability</b>	
<b>Gender Reassignment</b>	
<b>Marriage and Civil Partnership</b>	
<b>Pregnancy and Maternity</b>	
<b>Race</b>	
<b>Religion or Belief</b>	
<b>Sex</b>	
<b>Sexual Orientation</b>	
<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
<b>Community Cohesion</b>	
20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <b>likely</b> 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?
	<b>Comments</b>
<b>Part 1: The Convention - Rights and Freedoms</b>	
<b>Article 2: Right to life</b>	
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	

<b>Article 5: Right to liberty and security</b>	
<b>Article 6: Right to a fair trial</b>	
<b>Article 7: No punishment without law</b>	
<b>Article 8: Right to respect for private and family life</b>	
<b>Article 9: Right to freedom of thought, conscience and religion</b>	
<b>Article 10: Right to freedom of expression</b>	
<b>Article 11: Right to freedom of assembly and association</b>	
<b>Article 12: Right to marry</b>	
<b>Article 14: Right not to be discriminated against</b>	
<b>Part 2: The First Protocol</b>	
<b>Article 1: Protection of property/ peaceful enjoyment</b>	
<b>Article 2: Right to education</b>	
<b>Article 3: Right to free elections</b>	

### Section 3C: 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.

<b>21.</b>	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 <b>illegal</b> , you are required to take action to remedy this immediately.
ii.	If you have identified adverse impact or discrimination that is <b>justifiable or legitimate</b> , you will need to consider what actions can be taken to mitigate its

	effect on those groups of people.
<b>22.</b>	<p>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.</p> <ul style="list-style-type: none"> <li>a) include any relevant research and consultation findings which highlight the best way in which to minimise negative impact or discrimination</li> <li>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</li> <li>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</li> </ul>

### Section 3D: Making a decision

<b>23.</b>	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 3E: Monitoring, evaluation & review of the policy

<b>24.</b>	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?
<b>25.</b>	<p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p><i>e.g. policy reviews, annual plans and use of performance management systems</i></p>

### Section 3F: 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](mailto:web@leics.gov.uk) for publishing.

### Section 4A: 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**

1<sup>st</sup> Authorised Signature (EHRIA Lead Officer):

Date:

2<sup>nd</sup> Authorised Signature (DEG Chair):

Date:

This page is intentionally left blank