Equality Impact Assessment Form

Before completing this form, please refer to the supporting guidance document

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have "due regard" of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: "Equalities Board, EIAs"

1- Policy details

Name of policy	Adults and Communities Strategy 2025-2029
Department and service	Adults and Communities
Who has been involved in completing the Equality Impact Assessment?	Stephen Shippey – Improvement Manager
Contact numbers	0116 3053194
Date of completion	October 2024

2- Objectives and background of policy or practice change

Use this section to describe the policy or practice change
What is the purpose, expected outcomes and rationale?
Include the background information and context

What is the proposal? **What change and impact is intended by the proposal?**	Leicestershire County Council's (LCC's) Adults and Communities Department delivers library, heritage, culture services, adult learning and adult social care services to people in Leicestershire. We aim to provide and commission high quality services which enrich the lives of individual people, families and their communities – promoting independence and wellbeing.

The strategy outlines the Department's way of working which is a focus on using individual strengths and meeting individual goals in order to deliver wellbeing and opportunity and to promote independence.

The strategy focuses on the model of Wellbeing; Prevent; Delay; Reduce; Meet need and how the department's different service areas will work together to deliver wellbeing over the next 4 years.

Following engagement and co-production of the current strategy with people who access the different services of the department, new sections were included to provide clear direction and enhance understanding of how different departmental teams contribute to meeting the wellbeing and independence of the people of Leicestershire.

These additions are:
- A description of the department and the service areas that make up Adults and Communities
- LCC's current Values framework
- Our internal and external workforce, our volunteers and (unpaid) carers
- Sections on Strengths-based approach Promoting Independence
- Section on our Support Service teams and how they work to deliver wellbeing with the front-line teams

The impact that the strategy has can be summarised as follows:

- For A&C teams - It will provide aims and outcomes to meet over the next 4 years
- For external workforce and providers of social care – There are aims linked to how we will support our external workforce and how we will review our commissioning offer which impacts on providers of social care and also the people it is delivered to
- Volunteers – It references how we recognise the invaluable contribution they make to delivering services and enhancing and extending provision
- Unpaid Carers – this does not seek to duplicate the new carers strategy and instead focuses on how we will support our carers

	• The public – Will make it clearer what the public and residents of Leicestershire can expect from the services delivered by Adults and Communities and how these services will be delivered.
What is the rationale for this proposal?	The current strategy ends in 2024 therefore requires updating. The strategy needs to provide direction to the department and this will inform business planning for the A&C teams.

3- Evidence gathered on equality implications - Data and engagement

What evidence about potential equality impacts is already available?

This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups

What equalities information or data has been gathered so far? **What does it show?**	Information from the 2021 census data on ONS for Leicestershire is as follows: Age:

Age (6 categories)	Observation
Aged 15 years and under	124933
Aged 16 to 24 years	75483
Aged 25 to 34 years	85196
Aged 35 to 49 years	132106
Aged 50 to 64 years	146569
Aged 65 years and over	148079

LCC data shows that for all of the people currently in receipt of services:
91 or 1% ae 18-19

691 or 7% are 20-29
802 or 8% are 30-39
834 or 8% are 40-49
1,239 or 12% are 50-59
706 or 7% are 60-64
642 or 6% are 65-69
1676 or 17% are 70-79
2,302 or 23% are 80-89
1,028 or 10% are 90-99
52 or 1% are 100+

Disability:

Disability (3 categories)	Observation
Does not apply	0
Disabled under the Equality Act	118062
Not disabled under the Equality Act	594304

Of 118,062 people classified as disabled under the Equality Act in Leicestershire – our data for the people we support demonstrates that we support 8,331 or about 7%. Of these
1,592 or 16% have a Learning Disability as their primary need
1,943 or 19% have a Mental Health need as their primary need
4,796 or 48% have a Physical need as their primary need
This shows against Leicestershire's data there are people that we may not know about or support and that could be because they can meet their own need, their support networks are meeting their needs with them or they are funding privately.

Sex – the data only presented as male and female

Sex (2 categories)	Observation
Female	360613
Male	351753

LCC data shows that for all of the people currently in receipt of services:

5,888 or 59% are female – against Leicestershire data = 1.63% of the female population of Leicestershire
4,144 or 41% are male – against Leicestershire data = 1.18% of the male population of Leicestershire
Whilst females make up a greater proportion of our current users of services within the physical and social support primary reason, Males make up a larger proportion in Learning Disability services. The split between male and female in the Mental Health primary support reason is virtually the same.

Ethnicity:

Ethnic group (20 categories)	Observation
Does not apply	0
Asian, Asian British or Asian Welsh: Bangladeshi	3238
Asian, Asian British or Asian Welsh: Chinese	3570
Asian, Asian British or Asian Welsh: Indian	42152
Asian, Asian British or Asian Welsh: Pakistani	3936
Asian, Asian British or Asian Welsh: Other Asian	5170
Black, Black British, Black Welsh, Caribbean or African: African	5147
Black, Black British, Black Welsh, Caribbean or African: Caribbean	1950
Black, Black British, Black Welsh, Caribbean or African: Other Black	816
Mixed or Multiple ethnic groups: White and Asian	5566
Mixed or Multiple ethnic groups: White and Black African	1637
Mixed or Multiple ethnic groups: White and Black Caribbean	4925
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	3415
White: English, Welsh, Scottish, Northern Irish or British	595796
White: Irish	3790
White: Gypsy or Irish Traveller	598
White: Roma	389
White: Other White	22856
Other ethnic group: Arab	1442
Other ethnic group: Any other ethnic group	5973

LCC data shows that for all of the people currently in receipt of services:

Asian or Asian British – 667 or 7%
Black or Black British – 80
Mixed Race – 52
Unknown – 56
Other – 89
Non-recorded or refused – 153
White – 8,935 or 89%

Religion:

Religion (10 categories)	Observation
Does not apply	0
No religion	287394
Christian	325889
Buddhist	1981
Hindu	26256
Jewish	530
Muslim	16071
Sikh	11892
Other religion	3275
Not answered	39078

Marital status:

Marital and civil partnership status (6 categories)	Observation
Does not apply	124933
Never married and never registered a civil partnership	197796
Married or in a registered civil partnership	286440
Separated, but still legally married or still legally in a civil partnership	12065
Divorced or civil partnership dissolved	53477
Widowed or surviving civil partnership partner	37655

LCC data shows that for all of the people currently in receipt of services:

	18% are married 18% are widowed 33% where there is no data recorded in this category 4% divorced 27% single According to the 2021 Census – for Sexual Orientation for Leicestershire: 535,084 identified as straight (91.3%) 14,292 identified as LGBTQ+ (2.7%) 38,058 did not answer (6%)
What engagement has been undertaken so far? **What does it show?**	Engagement has been via people who may or do use the services within A&C and the providers of social care services. There will be full consultation in 2025 and the impact assessment will go to DEG for review by the group and the representatives from the workers groups we have in LCC. The data shows that whilst White is the most common race within Leicestershire, we are a diverse county and our other identified races make up nearly 89,000 people which is 12.5% of the population in our county. This is similar to the internal data we hold of people using our services. We have more females accessing our services than males, but there are specific primary need areas (such as Learning Disability) where there are more males. Our internal marriage data may not accurately reflect the reality of the people using our services as there is approximately 34% where this information is not recorded.

4- Benefits, concerns and mitigating action

Please 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 benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.

Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age	Culture Leicestershire's offer reaches from pre-birth, early years through to old age. This offer is planning to remain over this strategy and grow with the population growth. Their services can bring together people of all ages and positively impact on family and community cohesion

Adult Learning offers courses for 18+ suitable for school leavers, those wishing to gain employment, those wishing to understand digital and technology better.

They offer courses over different formats which might suit people of different ages being able to access them from home so travel is not required if they cannot travel due to age related reasons. | Digital exclusion is a reality for some people and may impact the elder generation to a greater extent, where they do not have digital resources or lack the confidence to utilise them to support their needs. The population demographic data we hold for all service users indicates that 51% are over the age of 70. This could impact upon advancements in technology and whether all generations have access to the technology or skills required to use it.

As the population ages, the demand for adult social care services for the aging population may increase and this could impact on service | There is an aim within the strategy to tackle digital exclusion with partners to provide the skills needed.

When the redesign of information provision is progressed, allowance needs to be made to have information in other accessible formats above digital

As technology advances, training to those who use it will be required

New commissioning approaches are being considered in the strategy to meet need and demand for now and in the future. This includes being sustainable and efficient. The |

This strategy will help manage growing demand by aligning the activities of service areas within the department with an increased emphasis on preventing need. For example, Communities and Wellbeing services will promote independence and self-reliance keeping adults in their own homes.

Adult Social care supports people aged 18 onwards. The strategy details how their services will promote independence and support their wellbeing.

There is recognition within the strategy that the population of Leicestershire is growing. The population of Leicestershire aged 18 or over is expected to reach 614,970 by 2028, an increase of 4.4% from the mid-year estimate in 2023. This includes a 10.6% increase of people aged 65 or over - an additional 16,300 people compared with 2023. Furthermore, the population aged 85 or over is also expected to grow

availability, financial impact, quality of service delivery.

strategy also includes that support will be available for quality improvements within the care market.

Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.

by 10.4% by 2028 and by 33.3% by 2032 (an extra 6,650 people in this age-group).

The strategy will inform business planning that as people age, the demand for services is likely to increase and ASC can start working towards meeting this demand.

In addition, as people age they may contract health conditions which require ongoing treatment by the NHS. The strategy informs that working in partnership with the Integrated Care Boards ICB is important to holistically meet the populations needs.

Within information provision, the strategy informs that tackling digital exclusion (where someone without the digital means or knowledge of how to use digital media is negatively impacted) is an aim.

LCC has young adults with disabilities who are known to Children's services and the strategy demonstrates that there will be a review of this pathway (from children's services into

	adulthood) to maximise the independence of these young adults

The strategy includes the work of the Care Co-ordination or Integrated care team at high risk (as identified through their Risk Stratification Tool) to provide a holistic assessment and MDT working with the ICB partners (such as GP, Social Prescribers). This work will cover people who are aging or disabled. | | |
| **Disability** | The strategy details that the Adult Learning Service will remove barriers and will provide appropriate resources and support to learners with Special Educational Needs.

LCC has young people with disabilities who are known to Children's services and the strategy demonstrates that there will be a review of this pathway (from children's services into adulthood) to maximise the independence of these young adults

To promote independence and reduce the need for people with a disability to require a person to support them, where appropriate, the strategy details | Census 2021 data shows that Leicestershire has a much higher proportion of people classed as disabled under the equalities Act than we currently support. If they later require support, this could lead to a demand that is not expected.

Digital exclusion can impact on people with a disability.

The strategy will be a written document that might not be | The strategy details how there are reablement services across physical disability, learning disability and mental health and how these support independence. They will aim to work with people, including new referrals wherever possible, before more formal, long term support may be required.

There is an aim within the strategy to tackle digital exclusion with partners to provide the skills needed. |

how the use of Assistive Technology and Occupational Therapy or reablement and enablement will lead to maximising potential and independence. If someone with long term condition and or disability is displaying behaviours of concern (which are not due to clinical reasons) the strategy informs of the aim for these to be supported (where LCC commission support) through the Positive Behaviour Support team. The strategy includes an aim to work with health partners to reduce health inequalities for people with a Learning Disability. The strategy includes the work of the Care Co-ordination or Integrated care team at high risk (as identified through their Risk Stratification Tool) to provide a holistic assessment and MDT working with the ICB partners (such as GP, Social Prescribers). This work will include working with people, identified as disabled. The People and Workforce section of the strategy includes an aim to ensuring	accessible to a person with a disability	There will be an easy read document to accompany the main strategy. There will be proposal for a spoken – YouTube version of the strategy to support those who can not access a written or easy read version Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.

that the commitment to Equality, Diversity and Inclusion remains strong, with higher training rates and strengthening the role of the Departmental Equalities Group.

The Home Library Service supports permanently or temporarily housebound residents who wish to access the library services, within their own home.

Through our adult education programmes carers and staff will have access to specialist courses such as British Sign Language giving them the skills they need to support individuals and the delivery of services

| Race | The strategy focuses on individual outcomes, aims and goals and these should be supported within holistic assessments. The strategy also details how a person's assets need to be considered when LCC assess needs.

The People and Workforce section of the strategy includes an aim to ensuring | With White being the predominant race in Leicestershire, services may be unconsciously biased towards white people.
Our services need to support a diverse and possibly changing demographic. | Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.

The museum service Collections Development and Access Policies |

	that the commitment to Equality, Diversity and Inclusion remains strong, with higher training rates and strengthening of the role of the Departmental Equalities Group in supporting this. The department promotes the use of Direct Payments which supports people to have more choice and control about how they chose to commission their services. This can include staff or services suited to a person's race and identity. The strategy details how Culture Leicestershire will develop how they will celebrate the culture, identity and heritage within a local area/county. This includes event programmes such as Black History month and work to develop collections and resources which reflect people who are currently under-represented The strategy references that Services should be co-designed with the public to meet race and cultural needs		have clear statements which seek to address under representation, including black and minority ethnic heritage and LGBTQ+ people.

Sex	Our Culture Leicestershire services offer 'safe spaces' and these can make a positive impact if a person, of either sex, is feeling vulnerable. Services provided by the A&C department are accessible by male and female	Currently there are 9% more females in receipt of services from Adult Social Care. This could be that more females need services or they are more likely to seek support. This should be recognised that Males may not seek support until they are in crisis, or not at all.	The strategy focuses on a person's strengths which includes what is available to them in their communities. Males may engage with their communities better and these assets may be able to support men before going into crisis. It can also lead to more information about what men are engaging with to support future service design.
		The current strategy and some of the data used refers to male and female only. Some people do not identify within these categories and therefore there is a risk that they may feel discriminated against.	The department is committed to supporting Equality, Diversity and Inclusion and provides learning to its workforce to support this. Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.
Gender Reassignment	The Strategy is not specifically intended to address any needs associated with this group. However, there is growing evidence to suggest that the number of gender	People who have transitioned want to be identified as either a man or woman and may not want to disclose their transition. It is therefore difficult to obtain extensive statistics. There is no data available to	Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.

	reassignment surgeries is increasing each year as are reported incidents of bullying and hate crime towards this group. Therefore, the strategy is equally targeted to this group as with any other. Eligible social care needs will be addressed through a personalised plan. Universal services will be sensitive to the needs of this group for example offering appropriate literature in libraries, considering the use of accessible toilets

The People and Workforce section of the strategy includes an aim to ensuring that the commitment to Equality, Diversity and Inclusion remains strong, with higher training rates and strengthening the role of the Departmental Equalities Group. | determine how many Leicestershire social care service users this may affect as this is not recorded. |
| **Marriage and Civil Partnership** | The Strategy is not specifically intended to address any needs associated with this group.

Marital status is not part of the adult social care eligibility criteria and is irrelevant to any service they may | |

	receive. Where meeting a need may involve a residential placement, accessibility to a spouse will be considered in the personalised support plan.		
Sexual Orientation 9	The strategy details how our Culture Leicestershire services provide events programmes on areas such as LGBTQ+ to promote and educate around this. All the services in this strategy are aimed to be accessible and open to all or to people who meet specific eligibility criteria and sexual orientation is not a factor in determining this. The People and Workforce section of the strategy includes an aim to ensuring that the commitment to Equality, Diversity and Inclusion remains strong, with higher training rates and strengthening the role of the Departmental Equalities Group.		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive. Culture Leicestershire is working with organisations that are leaders in this field to help ensure this work supports the needs of these groups and staff are confident to deliver and respond to potential challenge
Pregnancy and Maternity	All the services in this strategy are aimed to be accessible and open to all or to people who meet specific eligibility criteria and pregnancy and		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure

	maternity is not a factor in determining this.		services are accessible and inclusive.
Religion or Belief	The strategy focuses on a person's strengths and these can be through religious or faith groups.		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.
Armed Forces (including veterans)	All the services in this strategy are aimed to be accessible and open to all or to people who meet specific eligibility criteria and being a veteran or in the armed forces is not a factor in determining this.		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.
People with lived care experience	People with lived care experience may have come though our Young Adults with Disabilities team. The strategy makes an aim to review this pathway from children's to adult services to maximise their independence.		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.

Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Culture Leicestershire is developing how they can continue to increase the reach of their services within this strategy – including to areas where there is not a current library or museum Adult Learning are aiming to develop the reach of their courses and over mediums that support access from remote locations. Adult Social Care will work with partners to reduce health inequalities for people with an LD and also those with long term health conditions. In addition, integration between ASC and health services is referred to within the document to address health inequalities across the remaining population of the county. The strategy refers to the support of unpaid carers and details aims over the next 4 years to provide support.		Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive. Technologies will be exploited to support accessibility for example remote learning programmes for those unable to travel and engage in classes at centres.

5- Action Plan

Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated.

What action is planned?	Who is responsible for the action?	Timescale	Expected outcome
Ongoing monitoring of data, feedback received and through current and future commissioning programmes, we will ensure services are accessible and inclusive.	Business Intelligence, Adults and Communities Service Area Leads, Quality, Commissioning and Contracts	Ongoing throughout the strategy	That services will meet the needs of the people they are designed for, that they are inclusive and accessible to all who need them
Create an easy read document for the public consultation and an easy read document of the strategy	Strategy team alongside design and communications team	Dec 2024	An easy read consultation document re the strategy and then an easy read strategy document once strategy consulted on
Create a YouTube spoken version of the strategy to support people who cannot or do not access written or easy read versions	Strategy team alongside design and communications team	June 2025	YouTube version of the final strategy to support inclusion and accessibility of it

63 (margin)

6- Approval Process	
Departmental Equalities Group	(please post any comments from the Departmental Equalities Group here) Set out the date when the EIA was considered

Corporate Policy Team	Please set out comments from the Corporate Policy Team
Sign off by the Senior Responsible Officer for the Project.	