

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.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please 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:	Countywide Infrastructure Organisation (CIO)
Department and section:	Chief Executive's Strategy, Partnerships and Communities
Name of lead officer/ job title and others completing this assessment:	Anjana Bhatt, Policy & Partnerships Manager
Contact telephone numbers:	0116 305 6946
Name of officer/s responsible for implementing this policy:	Nicole Rickard/ Anjana Bhatt
Date EHRIA assessment started:	20 th January 2014
Date EHRIA assessment completed:	

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this 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 this policy? <i>What has changed and why?</i></p> <p>The County Council's draft Medium Term Financial Strategy (MTFS) identifies a five year savings requirement of £110m. Detailed budget consultation over the summer of 2013 identified that local residents considered that 'Grants and Support to Agencies' was a lower priority area where savings could be achieved.</p> <p>To achieve planned savings of £590,000 against a budget of £1.2 million by 2016/17, LCC funding to some VCS organisations is either being withdrawn or reduced on a phased basis over the next two years.</p> <p>LCC is considering a reduction of funding to Voluntary Action Leicestershire (VAL) for the delivery of services as a Countywide Infrastructure Organisation (CIO) and a review of the services to be delivered through the contract in line with revised LCC and partner priorities.</p> <p>This contract is a multi-agency one, which includes additional contributions of £200,000 from the two county CCGs, five District Councils and Leicestershire Police.</p> <p>VAL's support enables the sector to influence policy making and service delivery, helps local VCS groups to thrive, encourages collaboration in order to increase VCS involvement in the delivery of public services, and facilitates support for volunteers and volunteering. This support is aligned to Leicestershire Together (LT), Leicestershire County Council and locality priorities, which will be subject to review on an annual basis during the period of the contract.</p> <p>The priorities for CIO services are reviewed annually and they will be revised in accordance to reduced funding available. This may result in fewer LCC and partner priorities being targeted and reduction in generic service offer on group support and volunteer brokerage to VCS 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>This relates to the draft LCC Medium Term Financial Strategy, specifically line S72: Funding and Support to Agencies'.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The affected target groups are voluntary organisations, community groups and public sector organisations who seek support from CIO for policy advice, services to improve their capacity to deliver services and volunteer brokerage. In particular some VCS groups who provide services to people with specific protected characteristics may seek/ receive support from VAL and therefore may receive more limited support due to the proposed reduction in funding</p>

	and associated changes in CIO contract priorities.		
4	Will this 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	
Advance equality of opportunity between different groups	X		Dependent upon the type of support required, the revised contract will enable the CIO to offer specific advice and support to Voluntary and Community Sector organisations and Public Sector organisations which may have the potential to advance equality of opportunity for specific protected groups and foster good relations between different communities. The extent to which they can offer this support may be limited due to reduced funding.
Foster good relations between different groups	X		Dependent upon the type of support required, the revised contract will enable the CIO to offer specific advice and support to Voluntary and Community Sector organisations and Public Sector organisations which may have the potential to advance equality of opportunity for specific protected groups and foster good relations between different communities. The extent to which they can offer this support may be limited due to reduced funding.

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

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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 this 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;		No
	b) any potential impact of this change on them (positive and negative, intended and unintended);		No

	c) potential barriers they may face		No
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		No
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		No
8.	*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.		
	The County Council will consult with VCS groups across the county to identify their priorities for support from the CIO and to understand any impact of reduction in current CIO services. The feedback from the consultation on funding proposals will be considered by the County Council Cabinet in September 2014.		

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;	Yes	
	b) enable open feedback and suggestions from different communities	Yes	

Note: If no to Question 8, 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 <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	Yes		Many VCS groups who provide services to people in particular age groups seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Disability	Yes		Many VCS groups who provide services to people with

				disabilities seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Gender Reassignment	Yes		Some VCS groups who provide services to people in relation to gender reassignment may seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Marriage and Civil Partnership		No	
	Pregnancy and Maternity	Yes		Some VCS groups who provide services to people in relation to Pregnancy and Maternity seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Race	Yes		Many VCS groups who provide services to people in relation to race may seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Religion or Belief	Yes		Many VCS groups who provide services to people in relation to religion or belief may seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Sex	Yes		Some VCS groups who provide services to people in relation to gender may seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Sexual Orientation	Yes		Some VCS groups who provide services to people in relation to sexual orientation may seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum			Many VCS groups who provide services to people with specialist requirements seek/ receive support from VAL. They

	seeker and refugee communities, looked after children, deprived or disadvantaged communities			may receive less support due to changes in CIO contract priorities.
	Community Cohesion			Some VCS groups who provide services in relation Community Cohesion seek/ receive support from VAL. They may receive less support due to changes in CIO contract priorities.
11.	<p>Are the human rights of individuals <u>potentially</u> 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 your 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		No	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		No	
	Article 4: Right not to be subjected to slavery/ forced labour	Yes		Those supported to volunteer through the CIO contract must not be used as a vehicle for exploitation (e.g. appropriate expenses should be provided)
	Article 5: Right to liberty and security		No	
	Article 6: Right to a fair trial		No	
	Article 7: No punishment without law		No	
	Article 8: Right to respect for private and family life	Yes		The CIO contract should ensure that volunteers should have their private and family life respected i.e. cultural and religious life taken into account e.g. when setting up meetings
	Article 9: Right to freedom of thought, conscience and	Yes		The CIO should ensure that scheduling of events does not

	religion			interfere with any religious holidays, that venues meet cultural and religious needs and that religiously appropriate catering is provided
	Article 10: Right to freedom of expression	Yes		The CIO should provide evidence of equalities and human rights policies and anti-bullying procedures
	Article 11: Right to freedom of assembly and association		No	
	Article 12: Right to marry		No	
	Article 14: Right not to be discriminated against		No	
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		No	
	Article 2: Right to education		No	
	Article 3: Right to free elections		No	
Section 2				
D: Decision				
	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) this 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 this policy?			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" 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 checked="" type="checkbox"/>	No <input type="checkbox"/>	

