

## 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](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.*

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Rural Advisory Service/Rural Representation Contract (two contracts currently delivered by the Rural Community Council (Leicestershire and Rutland))
<b>Department and section:</b>	Chief Executive's Strategy, Partnerships and Communities
<b>Name of lead officer/ job title and others completing this assessment:</b>	Nicole Rickard, Policy & Partnerships Team Leader/Interim Head of Policy and Communities
<b>Contact telephone numbers:</b>	0116 305 6977
<b>Name of officer/s responsible for implementing this policy:</b>	Nicole Rickard
<b>Date EHRIA assessment started:</b>	10 <sup>th</sup> February 2014
<b>Date EHRIA assessment completed:</b>	

### **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>This EHRIA relates to a proposed change to two contracts currently delivered by the Rural Community Council (Leicestershire and Rutland). Both contracts were for two years and due to end in March 2014 but each has been extended for six months (to 30<sup>th</sup> September 2014) to enable further engagement to take place on the proposed changes to the contracts prior to re-commissioning of a new service.</p> <p>The current funding for each contract is £30,000 for the Rural Advisory Service (RAS) and £25,000 for the Rural Representation contract.</p> <p>It is proposed that the rural representation role will be rolled into the new contract (due to be commissioned to start in October 2014) around the Leicestershire Equalities Challenge Group (see separate EHRIA). This means that rural issues will be considered alongside the needs of people with a range of protected characteristics and other priority groups for the County Council.</p> <p>It is proposed to commission a new Community Capacity Building Support Service, also to start in October 2014. The funding available for this new service consists of £50,000 from the S72 Grants and Support for Agencies budget line plus an additional £25,000 per year for two years from the Public Health budget. The total funding available is therefore £75,000 per year for two years. The new service will cover both rural and urban areas of the County and will focus on delivery of the priorities set out in the Council's new Communities programme.</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'. There are also links to the new Leicestershire County Council Communities Strategy.</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 the community groups and voluntary organisations likely to seek support from the commissioned organisation. Public sector organisations are also likely to seek information from the commissioned organisation about the needs and priorities of specific rural communities.</p> <p>Whilst both of the current contracts relate to generic service, for example</p>

	representing rural communities at meeting and providing information, advice and support with grant funding applications, across rural Leicestershire, the new contract will be more targeted to groups that are less likely to be able to 'help themselves' in both rural and urban area i.e. more marginalised, hard to reach communities that need additional support to engage in delivering the new LCC priorities.			
<b>4</b>	Will this 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>			
		<b>Yes</b>	<b>No</b>	<b>How?</b>
	Eliminate unlawful discrimination, harassment and victimisation	X		The proposed new contract may include the commissioned organisation supporting communities to develop projects that support the elimination of unlawful discrimination, harassment and victimisation. Whilst this support is likely to be more targeted than the current offer, particularly in relation to delivery of LCC priorities, it is intended that it will target marginalised and hard to reach groups across the County, rather than just the rural areas of Leicestershire.
	Advance equality of opportunity between different groups	X		Dependent upon the type of support required, the new contract will enable the commissioned organisation to offer specific advice and support to community groups and voluntary sector organisations on projects and activities which may have the potential to advance equality of opportunity for specific protected groups and foster good relations between different communities. There is also the potential for the commissioned organisation to facilitate sharing of good practice within and between different communities.
	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 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

<b>5.</b>	Have the target groups been consulted about the	<b>Yes</b>	<b>No*</b>
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	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	<b>Yes</b>	
			No
		<b>Yes</b>	
<b>6.</b>	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		No
<b>7.</b>	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	<b>Yes</b>	
<b>8.</b>	*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.		
	A significant amount of research has been undertaken in order to identify the needs of community groups and voluntary sector organisations in terms of supporting delivery of 'Big Society' and 'Communities in Charge', including specific barriers to their implementation in Leicestershire. This research has informed the design of the new Communities Strategy and programme.  However, the County Council intends to consult further with community groups and voluntary sector organisations across the county in order to check our understanding of priorities for support from the 'Capacity Building Service' to ensure that we fully understand the impact of the proposed change in focus of this funding. The feedback from the consultation on funding proposals will be included in a report to be considered by the County Council Cabinet in September 2014.		

**Section 2****B: 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;		No – but will be
	b) enable open feedback and suggestions from different communities		No – but will be

**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**

<b>10.</b>	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Age</b>	Yes		Some of the community groups who will access the new service are likely to focus on activities/projects for people in particular age groups. Under the new contract groups in both rural <u>and</u> urban areas will be supported.
	<b>Disability</b>	Yes		Some of the community groups who will access the new service are likely to focus on activities/projects for people with disabilities. Under the new contract groups in both rural <u>and</u> urban areas will be supported.
	<b>Gender Reassignment</b>	Yes		It is possible that some of the community groups who will access the new service are likely to focus on activities/projects for people in relation to gender reassignment. Under the new contract groups in both rural <u>and</u> urban areas will be supported.
	<b>Marriage and Civil Partnership</b>		No	
	<b>Pregnancy and Maternity</b>		No	
	<b>Race</b>	Yes		Some of the community groups who will access the new service are likely to focus on activities/projects for people from different races. Under the new contract groups in both rural <u>and</u> urban areas will be supported and therefore, given the nature of the Leicestershire population, there is likely to be more support for groups supporting people from different racial backgrounds.
	<b>Religion or Belief</b>	Yes		Some of the community groups who will access the new service are likely to focus on activities/projects for people in

			<p>relation to religion or belief. Under the new contract groups in both rural <u>and</u> urban areas will be supported and therefore, given the nature of the Leicestershire population, there is likely to be more support for groups supporting people from different religions and with a more diverse range of beliefs.</p>
	<b>Sex</b>	Yes	<p>Some of the community groups who will access the new service are likely to focus on activities/projects for people in relation to gender. Under the new contract groups in both rural <u>and</u> urban areas will be supported.</p>
	<b>Sexual Orientation</b>	Yes	<p>Some of the community groups who will access the new service are likely to focus on activities/projects for people in relation to sexual orientation. Under the new contract groups in both rural <u>and</u> urban areas will be supported.</p>
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>		<p>Some of the community groups who will access the new service are likely to have specialist support requirements and because of the targeting of the service these groups are likely to feature in greater numbers than the current contracts.</p> <p>In terms of rural isolation, it is likely that these will be less focus on this specific dimension due to the fact that the rural representation role is being combined with representation of a number of other priority groups (including protected characteristics). As the current commissioned contract offers generic support to community groups and voluntary organisations in rural areas, there will be a need to ensure that appropriate research and intelligence on the current service provision is gathered</p>

				from the current contract holder to enable an analysis to take place on whether the revised approach will have a disproportionate level of negative impact on the community and voluntary organisations in rural areas and the service users benefiting from the current service offer.
	<b>Community Cohesion</b>			Some of the community groups who will access the new service are likely to seek support for projects which will have a positive impact on community cohesion. The integration of rural and urban support has potentially positive implications in terms of shared learning and exchange of experience between different communities.
<b>11.</b>	<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? <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 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>			
		<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>		No	
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>		No	
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		No	
	<b>Article 5: Right to liberty and security</b>		No	
	<b>Article 6: Right to a fair trial</b>		No	
	<b>Article 7: No punishment without law</b>		No	
	<b>Article 8: Right to respect for private and family life</b>	<b>Yes</b>		An assessment will need to be undertaken on whether the new

				contract will have a detrimental impact on supporting individuals and communities experiencing rural isolation. This assessment can only be undertaken once further information has been obtained from the commissioned organisation and its service users on the current service provision.	
	<b>Article 9: Right to freedom of thought, conscience and religion</b>		No		
	<b>Article 10: Right to freedom of expression</b>		No		
	<b>Article 11: Right to freedom of assembly and association</b>		No		
	<b>Article 12: Right to marry</b>		No		
	<b>Article 14: Right not to be discriminated against</b>	<b>Yes</b>		All decisions relating to the specific marginalised and hard to reach groups that will be selected to receive the targeted support will need to be based on evidence of need.  The forthcoming consultation will help with the decision-making process on to the specific groups that will be supported through the new contract.	
Part 2: The First Protocol					
	<b>Article 1: Protection of property/ peaceful enjoyment</b>		No		
	<b>Article 2: Right to education</b>		No		
	<b>Article 3: Right to free elections</b>		No		
<b>Section 2</b>					
<b>D: Decision</b>					
	Is there evidence or any other reason to suggest that:		<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) this policy could have a different affect or adverse impact on any section of the community;		<b>X</b>		
	b) any section of the community may face barriers in benefiting from the proposal				<b>X</b>



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 checked="" type="checkbox"/> <b>Reach will be extended to all protected characteristics</b>	Neutral Impact <input type="checkbox"/> Negative Impact or Impact Unknown <input checked="" type="checkbox"/> <b>Reach into rural communities likely to be limited to some extent due to focus on both rural and urban and prioritisation proposed</b>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>			
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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