

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) (Support for VCS Organisations)
Department and section:	Chief Executive's Strategy, Partnerships and Communities
Name of lead officer/ job title and others completing this assessment:	Nicole Rickard, Interim Head of Policy and Communities Anjana Bhatt, Policy & Partnerships Manager
Contact telephone numbers:	0116 305 6977/6946
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

Section 1: Defining the policy

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.

<p>1</p>	<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savings of £590,000 against a budget of £1.2 million by 2016/17, LCC funding to some VCS organisations is either being withdrawn or reduced on a phased basis over the next two years.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>
<p>2</p>	<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>
<p>3</p>	<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 and associated changes in CIO contract priorities.</p>

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		The CIO contract includes scope to allow VAL to advise on specific equality considerations i.e. disability compliance, which in turn will support the elimination of unlawful discrimination, harassment and victimisation. The extent to which they can offer this support may be limited due to reduced funding.
	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		

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

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 seeker and refugee communities, looked after children, deprived or disadvantaged communities			Many VCS groups who provide services to people with specialist requirements seek/ receive support from VAL. They 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 religion	Yes		The CIO should ensure that scheduling of events does not 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"/>	

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 this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who 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)

LCC undertook a 12 week consultation on the proposed funding reduction for the CIO contract between March and June 2014. Due to the size of the proposed reduction of funding to this contract, a number of questions in the consultation related to support for VCS organisations, including the type of support that they value most, the impact of the proposed reduction on their organisation and any potential steps that LCC could take in order to mitigate this impact. The results of the consultation are available on pages 6 – 14 of the consultation summary report but in brief are as follows:

- 75% of respondents identified Group Support as their first or second choice, 61% Volunteering and 54% Policy and Voice
- The top five areas of support in terms of value in the future were information about funding opportunities, developing funding applications, recruiting volunteers,

Influencing policy decisions, help setting up/running a group or organisation and training around specific development areas

- A number of people stated that the current service is invaluable and should be protected, whilst others said that they did not use the service or the reduction would have no impact
- Specific impacts include lack of advice and support, difficulty recruiting, training and managing volunteers and less funding advice/support and therefore lower chance of success
- A number of respondents stated that their project would not have happened or would have taken longer and a reduction in/closure of their services if the support from the CIO was not available
- The proposed reductions were identified as being likely to impact volunteer-involving organisations, rural and isolated communities, smaller VCS groups, outreach provision, locality based VCS organisations and small groups with no other source of support, particularly user led organisations
- Others felt that the reductions were likely to impact the most vulnerable, including the vulnerable elderly
- Some felt that all of the funding should be made available to front line organisations
- A number of steps were identified to mitigate the impacts of the proposed reduction

In summary, it is difficult to ascertain specific impacts until the reduced funding is allocated by the commissioned organisation – Voluntary Action Leicestershire. Some indication is given above, in addition to the groups identified in the screening, as to the groups likely to be most impacted by the proposed funding reduction but the pragmatic response is that services will be 'rationed'. There was a strong view that this rationing must not result in City based services being prioritised over County/rural ones.

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?

It is proposed to work with VAL to plan the third and final year of service delivery with the reduced amount of funding. This will include further work with the sector as a whole to identify priority support needs. The introduction of the new Community Capacity Building Service alongside this contract (to replace the current Rural Advice Service, which as the name suggests only covers the rural areas of the County) should help to mitigate some of the concerns about the impact of the reduction on rural communities.

The revised proposal in the Cabinet report is to phase the reduction of £295,880 over two years - £145,880 in the third and final year of the contract with Voluntary Action Leicestershire and £150,000 when the contract is retendered for the 2016-17 financial year.

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.

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?

It is clear from the responses to the consultation that there is some consensus about the most valuable areas of VCS infrastructure support at a high level but that when you move beyond this each group has very specific and individual priorities and needs. LCC has already worked with VAL to focus their more in-depth support to groups that are working to tackle the issues identified by LCC and partners as a priority – for example vulnerable people and worklessness, and it is likely that this prioritisation of support will need to extend further in order to maximise the impact of the reduced amount of funding.

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?

It is proposed that the County Council works with VAL to develop a more detailed EHRIA report once it has been agreed where the remaining funding for the contract will be utilised for 2015-16 and where specific aspects of the service will be reduced or removed. This piece of work will also inform the development of the specification for the new service to be developed during 2015/16 for 2016/17 onwards.

The development of this EHRIA is likely to require further consultation with the wider VCS and with specific users of VALs current CIO service offer.

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 <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.	
		Comments
	Age	20% of the VCS groups attending networking events organised by VAL in 2013/14 were linked to the Age characteristic and 65 (or 2.3%) of the groups on the VAL database are led by older people. 103 or 3.6% of the groups on the VAL database are young people's groups. A reduction in service is likely to impact on both the number of (young and older people's) groups supported and the level of support provided
	Disability	20% of the VCS groups attending networking events organised by VAL in 2013/14 were linked to the Disability characteristic and 90 (or 3.2%) of the groups on the VAL database support people with learning or physical disabilities. A reduction in service is likely to impact on both the number of groups supported and the level of support provided
	Gender Reassignment	A reduction in service is likely to impact on both the number of groups supported and the level of support provided
Marriage and Civil Partnership	A reduction in service is likely to impact on both the	

		number of groups supported and the level of support provided
	Pregnancy and Maternity	A reduction in service is likely to impact on both the number of groups supported and the level of support provided
	Race	12% of the VCS groups attending networking events organised by VAL in 2013/14 were linked to the Race characteristic i.e. they are BME groups and 59 (or 2.1%) of the groups on the VAL database are BME led. 15% of those using the Volunteering brokerage service in 2013/14 were BME. A reduction in service is likely to impact on both the number of groups and individuals supported and the level of support provided
	Religion or Belief	5% of the VCS groups attending networking events organised by VAL in 2013/14 were linked to the Religion of Belief characteristic and 155 (or 5.5%) of the groups on the VAL database are Faith led organisations. A reduction in service is likely to impact on both the number of groups supported and the level of support provided
	Sex	3% of the VCS groups attending networking events organised by VAL in 2013/14 were women's groups and 42 (or 1.5%) of the groups on the VAL database are Women-led organisations. 41.5% of those using the Volunteering brokerage service in 2013/14 were Men and 58.5% were Women. A reduction in service is likely to impact on both the number of groups and individuals supported and the level of support provided
	Sexual Orientation	1% of the VCS groups attending networking events organised by VAL in 2013/14 were linked to the sexual orientation characteristic and 1 group on the VAL database is a LGBT led organisation. Although both these numbers are small there is a possibility that a reduction in service is likely to impact on both the number of groups supported and the level of support provided
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	32 (or 1.1%) of the groups on the VAL database deal specifically with mental health issues – there may therefore be a need to specifically consider the impact on these groups. The consultation identified specific impacts on rural communities, particularly isolated rural communities and deprived communities. To some extent the new community capacity building service will mitigate the impact on these groups and they will be specifically targeted through the service.
	Community Cohesion	Support groups supported through the service may work in the field of community cohesion and therefore both the level of support and number of groups supported may be impacted by the proposed reduction in funding.

20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your 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		LCC will ensure that the CIO has in place the appropriate harassment, bullying and dignity at work policies in relation to staff and volunteers
Article 4: Right not to be subjected to slavery/ forced labour		LCC will work with the CIO to ensure that anyone supported to volunteer through the brokerage service is not used as a vehicle for exploitation, for example by ensuring that appropriate expenses are provided
Article 5: Right to liberty and security		
Article 6: Right to a fair trial		The CIO will ensure that the appropriate processes are in place for tackling disciplinary processes and disputes
Article 7: No punishment without law		
Article 8: Right to respect for private and family life		The CIO will ensure that the private and family life of volunteers is respected and taken into account i.e. cultural priorities taken into account The CIO will ensure that personal data – names, addresses and phone numbers – is handled appropriately and privacy of this data is respected
Article 9: Right to freedom of thought, conscience and religion		The CIO will ensure that the scheduling of events does not interfere with religious observance and holidays, that venues are accessible and meet cultural and religious needs and that religious appropriate catering is provided
Article 10: Right to freedom of expression		The CIO now conducts equality monitoring across its services and has developed and published equalities and human rights policies
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.	
<p>Due to the scale of the reductions proposed, there is inevitably going to be an impact on both the number of groups supported through the County Infrastructure Organisation (CIO) and the level of support that can be provided.</p> <p>The work of the CIO will inevitably have to be more targeted and therefore some groups are likely to be disadvantaged. However, the two new contracts (Community Capacity Building and Leicestershire Equalities Challenge Group – Representation and Engagement) will target deprived and vulnerable communities and therefore will provide additional sources of capacity building support.</p>		
N.B.		
<p>i) If you have identified adverse impact or discrimination that is <u>illegal</u>, you are required to take action to remedy this immediately.</p> <p>ii) If you have identified adverse impact or discrimination that is <u>justifiable or legitimate</u>, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</p>		
22.	<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> <p>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</p> <p>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</p> <p>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</p>	
The proposal is to undertake further work with VAL in order to agree which elements of the current service will be removed or reduced. Further consultation will then be undertaken with the wider VCS and the 2,817 groups on the VAL database in order to ensure that the re-		

modelled service meets their needs.

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.

The consultation on the proposed VCS funding reductions identified a number of protected characteristic groups that are likely to be particularly affected by the inevitable change in service that will result from the funding being reduced for the County Infrastructure Organisation (CIO).

However, given that the savings target has to be found from somewhere within the 'Funding and Support for Agencies' budget and there was significant support through the consultation for the retention of funding for the other large contract with the CAB, the proposal is to confirm the reduction in funding for the contract but to phase this reduction over two years in order to minimise the impact by applying the second 50% to the contract when it is retendered.

Section 3

E: Monitoring, evaluation & review of your 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?

Quarterly monitoring meetings are held with VAL.

Contract review meetings co-ordinated by the County Council for all funding partners who contribute to the partnership contract.

It is proposed to meet with VAL in Q3 of 2014/15 in order to plan the service for 2015/16 and identify which areas of service will be changed, reduced or removed. VAL will be asked to conduct their own EHRIA in Q4 of 2014/15 to enable a more detailed analysis of impacts from 2015/16 onwards.

- 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

The proposals and recommendations will be shared with all funding partners.

The findings of the consultation and any future consultations will be considered in the development of the new CIO contract tender.

**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
Understand the equality impact of the service changes	Meet with VAL in order to scope out the reduced service for 2015/16	Agree specific plan for the reduced service	Nicole Rickard/Anjana Bhatt	December 2014
Identify specific impacts on protected characteristic groups	Work with VAL to conduct a detailed EHRIA report once the agreed approach to the reduced service has been defined	EHRIA produced	VAL	February 2015
Ensure wide understanding of the equality impact of the service changes	Share information on the proposed restructured service and detailed EHRIA with relevant partners	Share EHRIA and delivery plan with partners	VAL/Contract Manager	February 2015

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 louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department 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):

Date:

2nd Authorised Signature (DEG Chair):

Date: