

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:	Change from Rural Advisory Service/Rural Representation Contract (two contracts currently delivered by the Rural Community Council (Leicestershire and Rutland) to the new Community Capacity Building Service
Department and section:	Chief Executive's Strategy, Partnerships and Communities
Name of lead officer/ job title and others completing this assessment:	Nicole Rickard, Policy & Partnerships Team Leader/Interim Head of Policy and Communities
Contact telephone numbers:	0116 305 6977
Name of officer/s responsible for implementing this policy:	Nicole Rickard
Date EHRIA assessment started:	10 th February 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>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 30th 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>
<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'. There are also links to the new Leicestershire County Council Communities Strategy.</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 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</p>

	<p>priorities of specific rural communities.</p> <p>Whilst both of the current contracts relate to generic service, for example 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.</p>			
4	<p>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)</p>			
		Yes	No	How?
	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

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;	Yes	
	b) any potential impact of this change on them (positive and negative, intended and unintended);		No
	c) potential barriers they may face	Yes	
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?	Yes	
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.		
	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**

9.	Are there systems set up to:	Yes	No
	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**

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		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.
	Disability	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.
	Gender Reassignment	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.
	Marriage and Civil Partnership		No	
	Pregnancy and Maternity		No	
	Race	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.
	Religion or Belief	Yes		Some of the community groups who will access the new service are likely to focus on activities/projects for people in 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.

	Sex	Yes	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.
	Sexual Orientation	Yes	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.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities		<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 there 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 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.</p>
	Community Cohesion		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.

11.	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)		
	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]		
	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		No	
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		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.
Article 9: Right to freedom of thought, conscience and religion		No	
Article 10: Right to freedom of expression		No	
Article 11: Right to freedom of assembly and association		No	
Article 12: Right to marry		No	
Article 14: Right not to be discriminated against	Yes		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				
	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 checked="" type="checkbox"/> Reach will be extended to all protected characteristics	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/> Reach into rural communities likely to be limited to some extent due to focus on both rural and urban and prioritisation proposed
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)

The County Council undertook a 12 week consultation process between March and June 2014. The results of this consultation are set out below in the context of the specific, relevant questions:

- 12a. What sort of capacity building support do you think community groups and voluntary sector organisations in Leicestershire most need if they are to support vulnerable people in order to reduce the demand on public services?**

Total Responses - 88

Capacity Building Support to Support Vulnerable People	Number of Responses
Practical help/advice	9
Budgets/finance	7
Help identifying vulnerable people and their needs	7

Fundraising	7
Outreach work	6
Access to advice/leadership support	6
Training	6
Group Support	5
RCC Good Neighbours	5
Volunteering Marketing	4
Capacity Building	4

Other options, identified by one or two respondents each, are befriending/mentoring, support for community centres, support for self-help, support to set up peer groups (2), links to public sector agencies (2), examples of best practice (2), setting up procedures e.g. safeguarding and information sharing and sustained one to one support e.g. not just guidance and information and then 'left to get on with it'.

A number of people highlighted the importance of capacity building support for a wide range of vulnerable people:

"An elderly person living in a village without a car is as vulnerable as an immigrant who arrives in the country with no job, few connections and cannot speak the language"

There was also a plea to consider the role of vulnerable people within their communities:

"Vulnerable people can be active participants in service delivery – if community capacity building is underpinned by individual and collective capacity building"

However, there was also a reminder about the need to support everyone in the County:

"Happy that vulnerable people are given priority but what about all the other good people of Leicestershire that need support in a situation of ever declining services such as transport and libraries"

Again, there was a real sense from respondents about the important of outreach work *"this should be done by front line organisations with staff working in communities, not sitting in offices far removed from the need"*.

12 respondents said that they did not know.

12b) What sort of capacity building support do you think community groups and voluntary sector organisations in Leicestershire most need if they are to get more involved in service delivery?

Total Responses = 88

Capacity Building Support to Support Service Delivery	Number of Responses
Funding/Grants	13
Professional support/advice e.g. legal, HR, finance, business models	12

Volunteering	9
Bid writing support	4
Community development/capacity building	3
Training	3
Infrastructure that makes it cost effective to bid for services	2
Clear and agreed targets	2

Other options, identified by one respondent each, are toolkits, marketing, information on service needs and gaps, help to get younger people involved, help to set up systems, enabling pilots and demonstration projects, relaxation of regulations/red tape and support for collaboration e.g. a cluster of PCs.

Some respondents to this question identified potential challenges *“with the best will in the world, maintaining a service with (mainly) volunteers is daunting”* and *“I can’t see many VCS agencies being able to do this well and sustainably enough”* and a plea to *“really care about VCS groups and listen to their experiences, allow them to influence...not just use them to fulfil the County Council agenda and responsibilities”*.

8 respondents to this question answered ‘Don’t Know’ or ‘Not Sure’.

16. Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

It was clear from analysing the results of the consultation that many of those responding had not understood that both rural contracts had been due to expire in March 2014 but had been extended until December 31st 2014 to ensure continuity of service.

Significant concern was expressed by a number of respondents about the impact on rural communities of losing the Rural Advice Service in particular and the danger of resources being focussed on urban communities through the new contract. It is therefore proposed that a section be added into the tender documentation seeking evidence of expertise and experience working in rural communities as well as encouragement for specialist rural organisations to work in a consortium with one or more organisations with a similar track record in urban communities.

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?

The value of the current Rural Advice Service is £30,000 per annum and of the new contract £100,000 per annum. It will be indicated in the tender documentation that this funding should be allocated roughly 50/50 between rural and urban communities. Therefore the resources allocated for rural community capacity building will increase through the new service (from £30,000 to £50,000 per annum).

Comments about the importance of rural communities and the need to ensure that rural is not

overlooked in delivering the Service were made in response to a number of different questions. A number of respondents specifically commented on the value of the Rural Advice Service provided by the Rural Community Council (the current provider), specifically project ideas, planning projects, methodology, sourcing and securing funding, signposting, training and links to relevant networks. It is therefore important that these elements continue within the new Service.

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 to work with the commissioned organisations early in Quarter One to undertake a focus group with representatives from different communities across Leicestershire in order to refine the service offer prior to full roll-out of the programme. One of the deliverables proposed in the tender specification is a web-based toolkit and this focus group could also play a role in identifying key content for this toolkit.

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	The new Service will provide support to community groups and voluntary sector organisations with a focus on people from particular age groups in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
	Disability	The new Service will provide support to community groups and voluntary sector organisations with a focus on people with physical and learning disabilities in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
	Gender Reassignment	The new Service will provide support to community groups and voluntary sector organisations with a focus on people in relation to gender reassignment in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
	Marriage and Civil Partnership	No or limited impact

Pregnancy and Maternity	No or limited impact
Race	The new Service will provide support to community groups and voluntary sector organisations with a focus on people from different races in both rural and urban communities, given that urban communities generally have higher proportions of BME populations than rural areas, there will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
Religion or Belief	The new Service will provide support to community groups and voluntary sector organisations with a focus on people from different faith groups in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
Sex	The new Service will provide support to community groups and voluntary sector organisations with a focus on people from both genders in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
Sexual Orientation	The new Service will provide support to community groups and voluntary sector organisations with a focus on people of different sexual orientations in both rural and urban communities. There will therefore be a positive impact in terms of capacity building support now being available in urban communities and support for rural communities being increased from current levels
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	<p>Because the new community capacity building service is intended to target priority groups – those who need more support – in rural and urban areas, some of these groups are likely to have additional or unique support needs.</p> <p>Following the consultation process it is proposed to make additional funding available for the contract (see below) and this means that additional resources will be available for isolated and priority communities in rural areas</p>
Community Cohesion	Many of the projects and activities supported through the new Community Capacity Building Service are likely to have a positive impact on community cohesion.

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	<p>Since the initial screening was undertaken further scoping has been conducted in relation to the new contract and it has been agreed that the focus on rural communities will be on those communities that are the most isolated and/or deprived.</p> <p>A process will be agreed with the commissioned organisation for prioritising services to ensure that marginalised and hard to reach communities are reached effectively and that any project support provided and events organised take into account consideration of issues such as the need for volunteers to have their expenses reimbursed, consideration given to the religious appropriateness of meeting venues and respect for individuals right to a private and family life.</p> <p>The commissioned organisation will ensure that the appropriate harassment, bullying and dignity at work policies are in place in relation to both employees and volunteers (Article 3), that there are clear processes for dealing with disciplinary processes and disputes (Article 6) and that personal data is managed appropriately and privacy of date respected (Article 8)</p>	
Article 3: Right not to be tortured or treated in an inhuman or degrading way		
Article 4: Right not to be subjected to slavery/ forced labour		
Article 5: Right to liberty and security		
Article 6: Right to a fair trial		
Article 7: No punishment without law		
Article 8: Right to respect for private and family life		
Article 9: Right to freedom of thought, conscience and religion		
Article 10: Right to freedom of expression		
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		

<p>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.</p>	
21.	<p>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>
<p>As identified above, following the consultation process the amount of funding available for this contract has been increased from £75,000 per annum to £100,000 per annum and wording added to the draft specification making it clear that this funding should be split approximately 50/50 between rural and urban areas. This should help to allay the concerns, expressed through the consultation, about all of the funding available for this contract being swallowed up by urban communities. Rural isolation and deprivation are clearly important issues and groups will be prioritised who need additional support.</p> <p>These changes mean that the amount of funding available for rural communities will increase from the current level of £30,000 for the current Rural Advice Service to £50,000 per annum over the 27 months from January 2015.</p> <p>The impact of the new Service should therefore be positive in that a service will now be available in urban areas, whilst the service available in rural communities will be enhanced.</p>	
<p>N.B.</p> <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> <ul style="list-style-type: none"> a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination 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 c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why
<p>As outlined above, it is proposed to work with the commissioned organisations early in Quarter One (of the new contract, Quarter 4 of 2014-15) to undertake a focus group with representatives from different communities across Leicestershire in order to refine the service offer prior to full roll-out of the programme.</p> <p>Work will also be undertaken to ensure alignment, and eliminate duplication, with other relevant contracts, for example the County Infrastructure contract delivered by Voluntary</p>	

Action Leicestershire, the proposed new Engagement and Representation contract (which includes an element of capacity building for specific communities of interest) and the new capacity building service for children, young people and families currently in development.

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.

This service should have a positive impact and help the County Council to discharge its responsibilities in relation to equality, diversity, community cohesion and human rights.

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?

The contract will be monitored through quarterly contract management meetings and an annual report. These quarterly meetings will be used to identify any unintended positive or negative impacts plus any potential barriers to effective delivery of the Service.

- 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 recommendations will be built into the tender process for the new service, specifically the assessment and interview stage, and into annual reporting on the new service.

**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
Identify capacity building needs of specific communities	Hold a joint focus group with the commissioned organisation to establish capacity buildings needs	Focus Group planned and delivered	Contract Manager/Lead Officer for Commissioned Organisation	February 2015
Ensure equality of access for rural and urban communities	Invest additional £25,000 per annum into the contract to increase reach into both rural and urban communities	Cabinet Approval September 2014	Nicole Rickard, Interim Head of Policy and Communities	September 2014
Effective contract management to assess positive and negative impacts on an on-going basis	Quarterly contract management meetings with the commissioned organisation or consortium	Quarterly meeting	Contract Manager	Quarterly

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: