

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:	Leicestershire Equalities Challenge Group - Engagement and Representation contract
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.

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. 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savings of £590,000 against a budget of £1.2 million by 2016/17, LCC funding to some VCS organisations is either being withdrawn or reduced on a phased basis over the next two years.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 the proposed changes to the new engagement and representation contract.</p> <p><u>Current position</u></p> <p>Delivery of mechanisms for engagement and representation of minority and hard to reach groups from the Chief Executives Department budget is currently two- fold within established arrangements.</p> <p>The current engagement and representation contract has a purpose to specifically focus on engagement and representation of Black & Minority Ethnic (BME) communities, Faith communities and Lesbian, Gay, Bi-Sexual & Transgender (LGBT) communities. Funding for the current contract is £35,000 per annum, the contract was established for two years, and is due to end in March 2014.</p> <p>In addition to this contract, the Leicestershire Equalities Challenge (LEC) Group meets quarterly. This is a group which is made up of representatives from a wide range of protected characteristics, and has a specific remit to consult with and scrutinise policy and service delivery (from an equalities perspective) of LCC and partner organisations. This group was established in 2007, is currently supported by staff in the Policy & Partnerships Team at Leicestershire County Council and is delivered within the current budget for Leicestershire Together.</p> <p><u>Proposed new approach</u></p> <p>It is proposed that a new contract will expand engagement and representation processes to encompass all minority and hard to reach groups (not just specifically BME, Faith & LGBT community groups) and will include co-ordination and delivery of the Leicestershire Equalities Challenge (LEC) Group, in order to ensure that engagement and representation processes with minority and hard to reach communities are more robust and able to focus on the delivery of the priorities set out in the Council's new Communities programme.</p> <p>The intention is for this contract to build upon and expand the existing Leicestershire Equalities Challenge (LEC) Group i.e. to co-ordinate and support this group, whilst also developing other mechanisms and approaches to facilitate effective engagement and representation with minority and hard to reach groups, individuals and communities.</p> <p>This new contract is to start in October 2014 and the total funding available for this new contract consists of £30,000 per annum from the S72 Grants and Support for Agencies budget line.</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 individuals and community groups likely to seek support from the commissioned organisation and be involved with any engagement and representation activity via the commissioned organisation. Public sector organisations are also likely to seek information from the commissioned organisation about the needs and priorities of specific communities or individuals of specific protected characteristics.</p> <p>Whilst the current contract relates to generic engagement and representation with three key minority community groups, the scope of the new contract will be expanded to encompass all protected characteristics, plus a range of other minority communities, building upon the existing make-up and structure of the Leicestershire Equalities Challenge (LEC) Group.</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 will facilitate mechanisms to engage and consult with a range of marginalised and hard to reach groups across the County. This in turn will enable LCC to eliminate any potential unlawful discrimination, harassment and victimisation and from future policy development and service delivery.
Advance equality of opportunity between different groups	X		The new contract will enable the commissioned organisation to facilitate engagement and representation between Leicestershire County Council and marginalised and hard to reach groups.
Foster good relations between different groups	X		Enabling different groups to consult and speak up both individually and collectively 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.

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;	X	
	b) any potential impact of this change on them (positive and negative, intended and unintended);		X
	c) potential barriers they may face	X	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		X
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	X	
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.		
	<p>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.</p> <p>Additionally, the Leicestershire Equalities Challenge (LEC) Group (formerly known as Leicestershire Working Together or LWT) has been established for seven years, and in this time the needs and aspirations of individuals and communities from a wide range of protected characteristics have been explored through consultation and engagement.</p> <p>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 'engagement and representation contract' and 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.</p>		

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	X		It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of age and linked to the LEC group, where older and younger people are currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.
	Disability	X		It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of disability and linked to the LEC group, where people with physical, sensory and learning and mental health disabilities are currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.
	Gender Reassignment	X		It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of gender re-assignment and linked to the LEC group, where members of the transgender community are currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.
	Marriage and Civil Partnership	X		It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of marriage and civil partnership and linked to

			the LEC group, where this protected characteristic is currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.
	Pregnancy and Maternity	X	It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of pregnancy & maternity and linked to the LEC group, where this protected characteristic is currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.
	Race	X	<p>It is proposed that the new engagement and representation contract continue to include the protected characteristic of race and directly link to the LEC group, where this protected characteristic is currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.</p> <p>However, as the current contract is to engage specifically with the BME community (in addition to Faith Communities and the LGBT Community) there may be potential negative impact upon the protected characteristic of race by widening the contract to a range of other target groups as engagement and representation is likely to be less specific.</p> <p>When the current engagement and representation contract ends in March 2014 there will be a need to ensure that appropriate research and intelligence is gathered, on the current service provision, from the current contract holder. This will enable analysis to take place to determine whether the revised approach will have a disproportionate level of negative impact on this protected characteristic group.</p>
	Religion or Belief	X	<p>It is proposed that the new engagement and representation contract continue to include the protected characteristic of race and directly link to the LEC group, where this protected characteristic is currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.</p> <p>However, as the current contract is to engage specifically with Faith Communities (in addition to BME Communities and the LGBT Community) there may be potential negative</p>

			<p>impact upon the protected characteristic of religion or belief by widening the contract to a range of other target groups as engagement and representation is likely to be less specific.</p> <p>When the current engagement and representation contract ends in March 2014 there will be a need to ensure that appropriate research and intelligence is gathered, on the current service provision, from the current contract holder. This will enable analysis to take place to determine whether the revised approach will have a disproportionate level of negative impact on this protected characteristic group.</p>
	Sex	X	<p>It is proposed that the new engagement and representation contract be expanded to include the protected characteristic of sex and linked to the LEC group, where people of both male and female gender are currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.</p>
	Sexual Orientation	X	<p>It is proposed that the new engagement and representation contract continue to include the protected characteristic of and directly link to the LEC group, where this protected characteristic is currently represented. This therefore has the potential to create a positive impact upon this protected characteristic.</p> <p>However, as the current contract is to engage specifically with the LGBT Community (in addition to BME Communities and Faith Communities) there may be potential negative impact upon the protected characteristic of sexual orientation by widening the contract to a range of other target groups as engagement and representation is likely to be less specific. When the current engagement and representation contract ends in March 2014 there will be a need to ensure that appropriate research and intelligence is gathered, on the current service provision, from the current contract holder. This will enable analysis to take place to determine whether the revised approach will have a disproportionate level of negative impact on this protected characteristic group.</p>
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum	X	<p>It is proposed that the new engagement and representation contract be expanded to include the following minority/ hard to reach groups: carers; rural; gypsies and travellers;</p>

	seeker and refugee communities, looked after children, deprived or disadvantaged communities			asylum seekers; worklessness; offenders; drug/ alcohol users. Many of these groups are currently represented on the LEC group. This therefore has the potential to create a positive impact upon these specific groups.
	Community Cohesion	X		The new engagement and representation contract has the potential to foster good relations between different community groups, thus creating a positive impact upon community cohesion.
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		X	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		X	
	Article 4: Right not to be subjected to slavery/ forced labour	X		Those volunteering through the new engagement and representation contract must not be used as a vehicle for exploitation (e.g. volunteer expenses need to be provided, and the work commitment of the volunteers should not be at a level to that of paid employees).
	Article 5: Right to liberty and security		X	
	Article 6: Right to a fair trial		X	
	Article 7: No punishment without law		X	
	Article 8: Right to respect for private and family life	X		The new engagement and representation contract must clearly state that the rights of those people volunteering as part of the contract should have their private and family life respected i.e. cultural and religious needs taken into account when setting up meetings etc.

Article 9: Right to freedom of thought, conscience and religion	X		<p>The new engagement and representation contract will involve co-ordinating the LEC Group meetings in addition to other engagement and representation events. The contract will need to be explicit that the scheduling of events does not interfere with religious holidays, that any venues meet cultural and religious needs (i.e. prayer facilities) and that catering is provided which is religiously appropriate.</p> <p>Bullying and harassment may also potentially be applicable if the individuals representing the different protected characteristic groups feel that individuals from other protected characteristic groups are voicing opinions that are in conflict with their own views and practices and this infringes on their right to freedom of thought, conscience and religion.</p> <p>See also section on Article 10 and Article 14.</p>
Article 10: Right to freedom of expression	X		<p>All those who will engage through the new contract, will be entitled to the right to freedom of expression without judgement.</p> <p>Bullying and harassment may potentially be applicable if the individuals representing the different protected characteristic groups feel that individuals from other protected characteristic groups are voicing opinions that are in conflict with their own views and practices and this infringes on their right to freedom of expression.</p> <p>The commissioning organisation will be required to provide evidence of the anti-bullying procedures they will put in place, in addition to their equalities and human rights policies, to allow freedom of expression from all participants.</p> <p>All participants of the engagement and representation contract have the right to receive information without interference. Any barriers must be removed by the commissioned organisation to allow this to happen.</p>
Article 11: Right to freedom of assembly and association		X	
Article 12: Right to marry		X	

	Article 14: Right not to be discriminated against	X		<p>There is a need to ensure that the engagement and representation contract provides equal opportunity for representatives of the protected characteristic groups and other marginalised groups to participate and contribute in the work activity. The contract provider must ensure that preferential treatment is not provided solely to one group, that the work they undertake is accessible to the groups and that they work towards addressing the specific barriers to access and engagement (e.g. literacy issues).</p> <p>There is a need to ensure that the provider organisation has anti-discriminatory and anti-bullying policies in place that will address any potential conflict of interest and differences of opinions between individuals representing the different protected characteristic groups, whilst at the same time ensuring that specific groups or individuals do not feel aggrieved that their rights under Article 3 (relating to bullying/harassment), and Articles 8, 9, 10 have been impacted upon, without justification.</p>
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		X	
	Article 2: Right to education		X	
	Article 3: Right to free elections		X	
Section 2				
D: Decision				
	Is there evidence or any other reason to suggest that:		Yes	No
	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"/> Impact unknown on BME, Faith and LGBT community groups, by widening the contract to all protected characteristics.
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?
- current needs and aspirations and what is important to individuals and community groups (including human rights);
 - 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 twelve week consultation conducted between March and June 2014 outlined the proposed new contract to support communities of interest, specifically protected characteristic groups. It asked two specific questions – whether the contract should target any other priority communities and whether people had any comments about the role or remit of the group. The responses to these questions are shown below:

13. Are there any other priority communities or groups that the contract should target? Total Responses = 73

26 respondents said that they could not identify additional communities or groups. Specific groups, ranked in order of the number of times identified, are as follows:

Communities or Groups	Number of Responses
Rural communities/isolated/poor	11
Youth	9
Older	8
Disabled	5
Isolated/Lonely	5
Mental Health	5
Poverty	3
Ordinary people/communities	3
Everyone	3
Carers	3
Dementia	2
Families	2
Single Parents	2
Deaf/Hard of Hearing	2

Of these, rural communities, youth, older, disabled, mental health, carers and deaf/hard of hearing are already included in the membership of the Leicestershire Equalities Challenge Group.

Other priority groups, identified by single respondents, are as follows: brain injury, looked after children, armed service leavers, victims of domestic abuse, workless, young disabled, full time workers who pay their taxes, people with linguistic difficulties, health improvement groups e.g. chronic conditions, priority neighbourhoods, forced marriages, drug and alcohol users. A further comment which is worth considering is “need a more holistic vision, people move in and out of priority groups”

14. Do you have any comments about the role/remit of the group? Total Responses = 62

7 respondents said that they support the proposal as set out in the consultation. 19 did not have any comments about the role and remit of the group and 9 did not know.

6 respondents felt that the remit of the group was too wide, that it would be a challenge for one provider to support the range of groups identified and that the funding is spread too far. 3 suggested that priority groups should be identified within the list and 2 that the contract should focus on enabling and capacity building “the outcomes will not be achieved by organisations that do not put the resource into face to face work with local people...capacity building is not done by organisations and services but by people themselves”. Two respondents suggested that the group was ‘just about political correctness’.

Other comments included the need to assess outcomes and impact, keep overheads to a minimum, ensure that representatives genuinely represent their community and that the group should focus on challenging policy and strategy “I think assessing and challenging policy-makers to ensure that policies don’t discriminate is an important role and perhaps the main focus”. There was a specific plea to think about rural and urban differences and how they might impact and to ensure that the needs of rural communities are not overlooked (3 people).

In response to the comments in the consultation about the breadth of the remit of the group, it is proposed to provide an additional £10,000 for the successful tenderer to undertake a targeted membership refresh and undertaken an on-going programme of capacity building with the Leicestershire Equalities Challenge Group members.

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?

The new service, which replaces the Representation contract for Race, Faith and LGBT communities that ended in April 2014, includes a much wider range of community of interest groups including, but not limited to, the protected characteristic groups.

Given that this is a new service, it is proposed to work with the successful provider in order to plan a membership refresh for the LECG and the content of the capacity building work which will be on-going throughout the duration of the contract but particularly important as the newly independent group is established. A key point that will be considered at all stages will be the need to ensure that members of the group are representative of and report back to their community.

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?

See above for details of the consultation conducted between March and June 2014.

Although three specific protected characteristic groups – faith, LGBT and BMT – will be most impacted by the proposed change to the service, none of these groups were specifically identified by those responding to the consultation as likely to be significantly affected by the proposed change. The concerns expressed through the consultation were more general in nature, for example the challenge of supporting a group that includes such a wide range of communities of interest.

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 undertake further, specific consultation with groups representing the three protected characteristics identified above to ensure that the proposed new service meets their requirements.

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	Although this protected characteristic group is included in the current LECG membership, it was not covered by the previous engagement and representation contract which ended in March 2014 and therefore there is likely to be a positive impact in terms of additional support for constructive engagement in LCC service and change planning
Disability	Although this protected characteristic group is included in the current LECG membership, it was not covered by the previous engagement and representation contract which ended in March 2014 and therefore there is likely to be a positive impact in terms of additional support for constructive engagement in LCC service and change planning
Gender Reassignment	There is potentially a negative impact on this protected characteristic group in that the LECG covers a wide range of Communities of Interest and therefore support for individual characteristics, including gender re-assignment, will be reduced. However no service has been in place since April 2014 and therefore the introduction of the new service and independent support for the LECG will have a positive impact in relation to the current position
Marriage and Civil Partnership	No Impact
Pregnancy and Maternity	No Impact
Race	There is potentially a negative impact on this protected characteristic group in that the LECG covers a wide range of Communities of Interest and therefore support for individual characteristics will be reduced. However no service has been in place since April 2014 and therefore the introduction of the new service and independent support for the LECG will have a positive impact in relation to the current position
Religion or Belief	There is potentially a negative impact on this protected characteristic group in that the LECG covers a wide range of Communities of Interest and therefore support for individual characteristics will be reduced. However no service has been in place since

		April 2014 and therefore the introduction of the new service and independent support for the LECG will have a positive impact in relation to the current position
	Sex	No Impact
	Sexual Orientation	There is potentially a negative impact on this protected characteristic group in that the LECG covers a wide range of Communities of Interest and therefore support for individual characteristics will be reduced. However no service has been in place since April 2014 and therefore the introduction of the new service and independent support for the LECG will have a positive impact in relation to the current position
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	One of the key concerns expressed through the consultation related to rural isolation. The membership of the LECG includes this issue and therefore the proposed contract is likely to have a positive impact, although the support available for individual groups will be less than the support available through the current rural representation contract.
	Community Cohesion	The new contract should increase awareness and understanding between the different target communities and therefore should have a positive impact
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	
	Article 4: Right not to be subjected to slavery/ forced labour	Those participating in the LECG and other related engagement activity and events will be paid reasonable expenses to ensure that they are not used as a vehicle for exploitation
	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	<p>Meetings and events arranged in relation to the LECG will respect private and family life of participants as far as possible e.g. timing, expenses to cover caring costs etc.</p> <p>The commissioned organisation will practice effective data management and respect the privacy of personal data.</p>
	Article 9: Right to freedom of thought, conscience and religion	<p>Those scheduling LECG meetings and events and other associated engagement activity will ensure that any venues used are appropriate in terms of meeting cultural and religious needs (e.g. include prayer facilities) and that religiously appropriate catering is provided.</p> <p>The commissioned organisation must be aware of and respond quickly to any potential conflicts between the ideologies of those participating in LECG meetings and events, particularly those that impinge on individual's rights freedom of thought, conscience and religion.</p>
	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		
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.	
Given that no engagement and representation service has been in place since April 2014 and		

that the previous provider has struggled to evidence the impact of the service as delivered, we believe it to be justifiable to proceed with the procurement process to secure a provide to deliver a new engagement and representation service, based around the existing Leicestershire Equalities Challenge Group to commence in January 2015. The commissioned organisation will provide support to a range of key identified communities of interest, including the protected characteristic groups.

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

- 22.** 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.
- 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

It is proposed to undertake additional work with the three communities of interest covered by the previous contract (race, faith and LGBT) in order to establish their specific capacity building needs through the new contract.

It is also proposed to invest an additional £10,000 in the first quarter of the contract to support a membership refresh and a range of capacity building events and activities. This brings the total contract value to £77,500 over 27 months i.e. to March 31st 2017.

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 new service should enhance the engagement and representation of a wide range of communities of interest/protected characteristic groups in service planning and consideration of service change proposals, including scrutiny of EHRIAs. The service should support delivery of the Council's 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

	<p>appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?</p> <p>The contract will be monitored through quarterly contract management meetings and by obtaining feedback from LECG members following meetings and events. These mechanisms will enable us to identify and positive and negative impacts arising from the new service and to identify and seek ways to overcome any identified barriers.</p>
25.	<p>How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i></p> <p>The new service is initially planned for 27 months with the possibility of a 12 months extension should funding be available. The data collected through the quarterly contract management meetings and annual review will be analysed and used to refine the service for the following period.</p>

**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 specific impacts on Race, Faith and LGBT communities	Undertake further engagement with the three PC groups targeted through the previous contract to identify their capacity building needs	Consultation, in conjunction with the commissioned organisation between Jan and Feb 2015	Contract Manager and Lead from Commissioned Organisation	February 2015
Increase the funding available for the contract in order to support additional capacity building	Invest additional £10,000 into contract to support initial and on-going capacity building for all communities of interest/protected characteristic groups	Cabinet approval in September 2014	Nicole Rickard	October 2014
Understand the positive and negative equality impacts of the new service, particularly on specific protected characteristics	Quarterly contract management meetings to identify positive and negative impacts and barriers to effective contract delivery	Quarterly contract meetings and annual review	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: