

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:	Replacement of Leicestershire Welfare Provision
Department and section:	Chief Executive's Department, Strategy, Partnerships and Communities
Name of lead officer/ job title and others completing this assessment:	Anjana Bhatt, Policy & Partnerships Manager; Danny Myers, Interim Team Leader, Policy & Partnerships Manager
Contact telephone numbers:	0116 3056946/ 01163055501
Name of officer/s responsible for implementing this policy:	Anjana Bhatt/ Danny Myers
Date EHRIA assessment started:	28 th July 2014
Date EHRIA assessment completed:	19 th August 2014

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 Welfare Reform Act 2012 abolished the discretionary element of the Social Fund administered by Department of Work and Pensions (DWP). This non-statutory responsibility called Local Welfare Assistance was transferred to upper tier local authorities. Leicestershire County Council received government funding for administration and fulfilment to deliver Local Welfare Assistance with on-ring fencing for 2013/14 and 2014/15. The Government confirmed in January 2014 that this funding would end in April 2015 and any future arrangements would be at the discretion of the local authority.</p> <p>Leicestershire County Council established Leicestershire Welfare Provision to provide emergency support to eligible vulnerable people facing an unplanned emergency or those eligible for support to remain independent in the community. The support offered has been in the form of goods and cash.</p> <p>LCC's Communities Strategy and development of a unified Prevention Strategy focuses on enabling local communities to support local vulnerable people. LCC is proposing to change how support is offered to vulnerable people from April 2015.</p> <p>The new service (possible name change) will be accessible to people seeking help and not be restricted to those who meet an eligibility criteria as at present.</p> <p>The new service will be accessed by telephone only. LCC Customer Service Centre will seek to identify the underlying reasons why the person needs help and signpost them to other local support services to receive help with underlying issues, purchase goods and to access some hardship funds.</p> <p>It is proposed that the new service will be funded over three to five years, through the savings from the government funding for 2013/14 and 2014/15. As there is limited funding available, LCC will no longer offer support in the form of goods or cash.</p> <p>LCC proposes to use some funding to support identified local support services, who have had an increase in demand for their services.</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 new service relates to the draft Communities Strategy and will be part of the Unified Prevention Strategy. Discussions will take place with key partners, such as housing providers, voluntary groups and local authorities, to identify local support services and develop any referral arrangements.</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>This service will be for all vulnerable people. The proposed service will work with callers to identify why they need help and identify what support services would be able to offer support to address the issues such as multiple debt, budgeting etc, help with essential household items.</p> <p>The intended outcomes are that people seeking help are directed to support services that will offer help to enable people to deal with the reasons why the need for help</p>

	arose. It is hoped that the support offered will enable people to resolve future issues themselves.			
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	Yes		The proposed change in service offer will enable all people who are seeking help to access a service that will signpost them to relevant support services. The current service is not able to help people who do not meet the eligibility criteria. It will help to identify gaps in signposting to support services.
	Advance equality of opportunity between different groups	Yes		As above
	Foster good relations between different groups	Yes		As above – the new service also seeks to work with local groups to develop local support services to develop relations between different groups.

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? a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face	Yes	No*
			X
			X
			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.		
	We will be consulting with support agencies and stakeholders who work with vulnerable people to discuss the potential impact of the change to the service and any barriers and work with them to develop measures to support their clients to mitigate adverse impact arising from the change in the service offer.		

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;	Quarterly monitoring etc. will be applicable in the future	
	b) enable open feedback and suggestions from different communities	Quarterly stakeholder meetings will continue to have an on-going dialogue with stakeholders on the service	

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		The current service monitoring highlights that few young people 16-19 and even few people over 60 seek help from the service. The new signposting service will continue to be available to

				people aged 16 plus, with much better participation from all age groups.
	Disability	x		The current service monitoring supports people with disabilities with 63% of people identifying that they have a long standing psychological or emotional condition. The new signposting service will work with support agencies to appropriately support people with specific disabilities.
	Gender Reassignment		x	
	Marriage and Civil Partnership		x	
	Pregnancy and Maternity	x		Some individuals accessing the service may be pregnant or looking after a new born child (maternity) and require support. The new signposting service will work with support agencies to appropriately support people who may be pregnant or recently had a baby.
	Race	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information that 89% identified themselves as White British, with a small number of applicants stating other ethnic backgrounds including Gypsy or Irish Traveller. The new service will identify support groups, who work with specific ethnic groups to enable signposting to support services.
	Religion or Belief	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information state a number of religious or other beliefs. The new service will identify support groups who work with specific faith groups to enable signposting to support services.
	Sex	x		The current service monitoring identifies that of people seeking

				help, who have completed monitoring information that 55% of the applicants were female and 45% male. There is no intention to remove access to signposting service from this group, and improve outcomes for individuals seeking help.
	Sexual Orientation	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information that 94% identified themselves as heterosexual/ straight with other stating other sexual orientation. There is no intention to remove access to signposting service from this group, and improve outcomes for individuals seeking help.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	x		The current service monitoring identifies that of people seeking help does not identify people who may be part of other groups, as support offered has been accessible to people living in rural areas and available to eligible applicants in receipt of out of work benefits. The new service will work with support agencies to identify how to provide support to people coming who may not be able to access local or appropriate support services. There is no intention to remove access to signposting service from these groups, and improve outcomes for individuals seeking help.
	Community Cohesion	x		It is proposed that some new support services will be provided by local communities possibly supported by Local Area Co-ordinator, which would bring local groups to come together.
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</p>			

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	x		The new service is expected to identify any risk to individuals seeking help and to sign post them to appropriate support services.
Article 3: Right not to be tortured or treated in an inhuman or degrading way	x		There is an expectation that support service providers will report any safeguarding concerns and have suitable policies and procedures in respect of safeguarding, whistle-blowing.
Article 4: Right not to be subjected to slavery/ forced labour		x	
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 service will be handling personal information and the signposting to support services will be expected to take account of cultural and religious needs of people seeking help.
Article 9: Right to freedom of thought, conscience and religion		x	
Article 10: Right to freedom of expression		x	
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		This article is relevant to the existing LWP service because it offers support to eligible applicants with various needs such as mental health, learning disabilities, physical disabilities, sensory impairment etc. The new signposting to support services is expected to be delivered without discrimination of any kind to people seeking help and staff.

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				
12.	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 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

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)

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?
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, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?
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?

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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 likely be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.

	Comments
Age	
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or Belief	
Sex	
Sexual Orientation	
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or	

	disadvantaged communities	
	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	
	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		
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.	
N.B.		
i) If you have identified adverse impact or discrimination that is <u>illegal</u> , you are required to take action to remedy this immediately.		
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.		
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	

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.

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?
25.	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>

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**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

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:

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