

# Equality Analysis (EIA) Form

## A) Description

**Name of service, function, policy (or other) being assessed**

Autism Strategy

**Directorate or organisation responsible (and service, if it is a policy)**

Adults and Communities

**Date of assessment**

10<sup>th</sup> September 2018

**Names and job titles of people carrying out the assessment**

Laura Ferguson, Senior Commissioning Officer Laura Ferguson

**Accountable person**

Stephen Vickers, Director of Adults and Communities

**What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?**

The autism strategy:

a. Impacts all people with autism who will be accessing education, health and social care and housing services in Herefordshire, because it affects how those services are currently provided and how they may be provided differently in the future.

b. Details the short, medium term outcomes for the wider autistic community, linking them to guidance, legislation and to the wider strategic aims of the council and the clinical commissioning group;

c. Details the commissioning inputs and/or actions required against each priority and by whom, in order to achieve the desired co-produced outcomes;

d. Is the framework for the ongoing delivery of the social aspirations for both children and adults as set out in fulfilling and rewarding lives (2009) and is a requirement as detailed in the Adult Autism Strategy: Statutory Guidance (2015). With regard to children and young people the Children and Families Act 2014 provides that councils are under a duty to make educational provision for young people with special educational needs and disabilities up to age 25. The work of the council and the CCG in relation to adults is directed by a range of legislation such as the National Autism Plan for Children (2003), The Autism Act (2009), the National Autism Strategy 'Fulfilling and Rewarding Lives' (2010), the Equality Act 2010, National Autism Strategy (2010) and the Adult Autism Strategy: Statutory Guidance (2015). The Special Education Needs and Disability Code of Practice (2014) provides statutory guidance in relation to Children and Young People aged 0-25 years.) It is reiterated through key policy documents and legislation such as the Mental Capacity Act (2005); Our Health, Our Care, Our Say (DH 2006); Disability and Equality Act (2010); Care Act (2014);

e. Ensures that all commissioned activity for and with adults with autism with eligible social care needs is aligned to the health and wellbeing blueprint for adult social care and with the NHS's long-term commitment to ensure 'reasonable adjustments' are made in both primary and acute health services.

f. Sets the foundations and aspirations across a range of statutory and universal services in line with the council's corporate plan (2017-2020) ensuring people with autism are "able to live safe, healthy and independent lives" and that commissioning organisations secure better services, quality of life and value for money across the sector.

#### **Location or any other relevant information**

The strategy's impact is countywide as it impacts upon any person with autism who is a resident of Herefordshire and accesses or will be accessing education, health and social care services commissioned by Herefordshire Council and Herefordshire Clinical Commissioning Group.

#### **List any key policies or procedures to be reviewed as part of this assessment.**

None

#### **Who is intended to benefit from the service, function or policy?**

All children and adults with autism accessing education, care and support, and community services

Families and informal carers of people with autism

Children and Families directorate

Adult and Communities directorate

Clinical Commissioning Group

#### **Who are the stakeholders? What is their interest?**

Children and adults with autism, their families, advocates and informal carers:

People with autism in Herefordshire can expect a growing strategic intent to translate to actions which make a difference and begin to meet the aspirations set out in Fulfilling and Rewarding Lives. This will mean that the workforce delivering services in Herefordshire have a greater understanding of autism and are able to make reasonable adjustments to ensure access to a range of services are appropriate to meet people's needs and therefore remove barriers to life opportunities for people with autism.

Adults with autism will, also, be more actively involved in the development, shaping and monitoring of the strategy through the partnership board as well as actively contributing to Herefordshire's communities.

## **B) Partnerships and Procurement**

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Where services for people with autism are delivered via contracts and service level agreements with the independent, private third sector, the council's providers will be made aware of the following contractual requirements in regards to equality legislation.

A public authority must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act. Current and planned services for adults and children which may include those people with autism help to make this a reality in three ways;

- Firstly by improving wider community understanding and challenging myths of the needs and capabilities of people with autism;
- Secondly by removing barriers for people with autism to access to roles such as paid employment and to roles linked to civil participation;
- To promote positive ways of working through education to core services to include education, health, housing, social care, the police and universal services and promote reasonable adjustments for people with autism.
- To support people to recognise victimisation or discrimination; supporting them to collaborate, to be able to build personal resilience, better mental health, greater aspirations and better wellbeing for people with autism.

A public authority must, in the exercise of its functions, have due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. Current and planned services for people with autism help to make this a reality in several ways;

- By ensuring that for children with autism, they have equal access to educational opportunities.
- By ensuring that adults with autism have equal access to housing and employment opportunities;
- By making 'reasonable adjustments' to public services such as primary healthcare to ensure that people with autism are not excluded or adversely affected.
- By promoting a high expectation of good health and wellbeing for people with autism through routine access to health screening programmes; early regular cognitive function tests for dementia; an agreed standard of annual health check and effective health action plans.

A public authority must, in the exercise of its functions, have due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it. Current and planned services for people with autism help to make this a reality in two ways;

- Firstly, by encouraging use of universal services (leisure facilities, hobby clubs, sports etc.) with reasonable adjustments to support integration and to increase the perceived social value of people with learning disabilities;
- Secondly, by promoting diverse and integrated communities by ensuring there are multiple opportunities for people with autism to be supported in ways that allow them to choose ordinary places to live, ordinary places to work and to have ordinary lives that include loving relationships.

**Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:**

None

## C) Information

**What information (monitoring or consultation data) have you got and what is it telling you?**

Based on stakeholder engagement and statutory guidance, this Joint All Age Strategy for people with autism aims to support the full inclusion, embedding a county-wide culture of awareness and adapting practices and processes to build a more person centred approach by making appropriate reasonable adjustments.

We recognise that people with autism have many skills, talents and aspirations, enabling them to have an active and contributory role in shared communities through good integration and active contribution to economic growth through employment and training. Additionally, the strategy aims to ensure that people with autism are supported to live as independently and safely as possible, have the best chance of long-term good health and wellbeing.

**D) Assessment/Analysis**

**Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.**

Strand/community	Impact
Children and adults with autism	Holistic positive impact (as identified in purpose/provision section on page 1)

**E) Consultation**

**Did you carry out any consultation?**

Yes x ☒ No ☐

**Who was consulted?**

People with autism via online survey conducted by NAS  
Autism Partnership Board (and stakeholders)  
Adult and Communities directorate  
Herefordshire Clinical Commissioning Group  
Children and families directorate  
Support professionals

**Describe other research, studies or information used to assist with the assessment and your key findings.**



Herefordshire adult  
services survey result

**Do you use diversity monitoring categories? Yes x ☐ No ☐**

*(if No you should use this as an action as we are required by law to monitor diversity categories)*

**If yes, which categories?- all as below**

- x** ☐ Age
- x** ☐ Disability
- x** ☐ Gender Reassignment
- x** ☐ Marriage & Civil Partnership
- x** ☐ Pregnancy & Maternity
- x** ☐ Race
- x** ☐ Religion & Belief
- x** ☐ Sex
- x** ☐ Sexual Orientation

**What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?**

Not Published

## **F) Conclusions**

	<b>Action/objective/target OR justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	Recommended implementation of Autism Strategy 2019 - 2022	As identified in autism strategy implementation plan	Phase 1 2019-2021	R
b)				
c)				
d)				

**(I)** *Taking immediate effect.*

**(R)** *Recommended to Council/Directors through a Committee or other Report\*.*

**(S)** *Added to the Service Plan.*

**(J)** *To be brought to the attention of the Equality Manager.*

\*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.