

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/12/53	
Lead Officer	Name	Paul McWade
	Position	Operational Director, Commissioning and Complex Needs
	Contact details	Floor 2 Runcorn Town Hall Heath Road Runcorn WA7 5TD

SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Autism Strategy 2011-2014

1.2 What is the current status of the policy / practice?

Existing

Changed

New ✓

1.3 What are the principal aims and intended outcomes of the policy / practice?

There are a series of aims and intended outcomes included in each section of the Autism Strategy. They have been collated into a Development Plan in Appendix 1 of the strategy, which will be monitored on a regular basis by the ASC Strategic Group. The aims and intended outcomes have all been devised in order to provide people with autism spectrum conditions living in Halton and their families, with an improved quality of life and improve the service provision available for autism spectrum conditions in the borough.

1.4 Who has primary responsibility for delivering the policy / practice?

The Operational Director for Commissioning and Complex Needs as Chair of the ASC Strategic Group and the Practice Manager for Autism, will have primary responsibility for delivering the strategy.

1.5 Who are the main stakeholders?

Stakeholders: Service users, managers and operational staff within Halton Borough Council; NHS Halton and St Helens and 5 Boroughs Partnership
Responsibility for the delivery of the policy: All staff within Halton Borough Council; NHS Halton and St Helens and 5 Boroughs Partnership will be responsible for contributing to the delivery of the actions within the strategy. A Development Plan is included in the strategy with lead officers identified to monitor the progress of key actions which will lead to successful implementation of the Autism Strategy.

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1.6 Who is the policy / practice intended to affect?

Residents Staff ✓ Specific Group(s) ✓ (add details below)

Service users: The strategy states the support and service provision that will be provided for service users who have an autism spectrum condition.

Staff: The strategy states the actions required from members of staff to ensure a comprehensive and consistent approach to autism spectrum conditions is taken.

1.7 Are there any other related policies / practices?

The policy should be used in conjunction with the Assessment and Care Management Manual June 2010.

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (☒) No (☐)

State reasons below

The policy has been written to ensure that service users are treated equally and with dignity at all times by all staff members they have contact with.

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

Equality Group(s)	The information that has been used to determine the impact of the Autism Strategy in Halton and its implementation has come from a number of sources. A number of studies have been conducted nationally on the prevalence rates of autism spectrum conditions, which have allowed estimates to be made around the number of people with autism spectrum conditions living in Halton. Also, there have been a number of national strategy and guidance documents published from sources such as the Department of Health. These documents provide local authorities and health service provision in order to meet the needs of individuals with autism spectrum conditions. Through implementation of such guidance and receiving support from organisations such as the National Autistic Society, it provides us with information on the type of impact Halton's Autism Strategy would have on individuals living in Halton, who have an autism spectrum condition.
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Baseline data and information

The baseline data we have available in Halton regarding the prevalence of autism spectrum conditions indicates it is affecting approximately 1090 people in Halton. Data is also available on the numbers of people with an autism spectrum condition and who receive services from the council. This baseline data provides an indication of the numbers of people affected by autism spectrum conditions and who may need support in the future if they are not currently in receipt of services. Through the implementation of Halton's Autism Strategy, this will help us to try and identify those individuals with low level conditions who may have remained a "hidden" population. It will also allow us to improve current service provision, improve our diagnosis and assessment pathways for both children and adults, which will lead to a positive impact for those people with autism spectrum conditions and their families living in Halton.

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2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or Low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	/	Support will be available to people of any age with autism spectrum conditions
Disability	+	H	There will be a positive impact for those with a disability who have an autism spectrum condition through improved diagnosis, assessment and service provision
Gender	=	/	Gender will have no impact on being able to access services
Race / ethnicity	=	/	Race/ethnicity will have no impact on being able to access services
Religion / belief	=	/	Religion will have no impact on being able to access services
Sexual Orientation	=	/	Sexual orientation will have no impact on being able to access services
Transgender	=	/	Transgender will have no impact on being able to access services
Marital status/ Civil Partnerships	=	/	Marital status will have no impact on being able to access services
Pregnancy/Maternity	=	/	Pregnancy status will have no impact on being able to access services
In Halton two further vulnerable groups have been identified: -			
Carers	+	H	Positive impact for carers as needs of the person they care for will be met, carers will be given support and needs will be met locally
Socio – economic disadvantage	=	/	Service will be available to all residents who are diagnosed with an autism spectrum condition

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2.4 Does the policy/practice have any potential impact upon safeguarding vulnerable people?

Safeguarding vulnerable people is everyone's business and all organisations should take steps to prevent abuse from happening and ensure an appropriate response when abuse happens or is suspected. Triggers that suggest an organisation has an impact on safeguarding adults can be found on the audit toolkit at:

<http://intranet/documents/safeguardingvuladults/audittoolpolicyss52?a=5441>

2.5 How will the impact of the policy / practice be monitored?

The Autism Strategy has a Development Plan included in Appendix 1 of the document. The Development Plan will be used as a tool, in order to progress monitor the implementation of the key actions specified in the strategy. For each action, a lead officer has been identified along with a deadline date and they will be able to state what the resulting outcome has been.

Lead officers will be contacted on a regular basis to provide updates to this Development Plan and these updates will be reported back to the ASC Strategic Group.

2.6 Who will be responsible for monitoring?

The successful implementation of the Autism Strategy is the responsibility of the Operational Director, Commissioning and Complex Needs and the Practice Manager for Autism. The Development Plan updates will be requested by a Policy Officer, People and Communities Policy Team. The updates will be collated and the Policy Officer will report back to the ASC Strategic Group at agreed intervals.

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment.

Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action required	(H, M, L)		

2.8 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
Operational Director, Commissioning and Complex Needs	HBC
Policy Officer, People and Communities Policy Team	HBC

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2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-

No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required ☒

Signed: Paul McWade

Date: 23.3.2012

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.