

Appendix 3 - Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email Claire.Muir@reading.gov.uk.

Please contact the Project Management Office at pmo@reading.gov.uk for advice and/or support to complete this form from a project perspective.

Name of proposal/activity/policy to be assessed:

Reading's All Age Autism Strategy 2022 - 2026

Directorate:

Directorates of Adult Care and Health Services and Council wide services

Service: **Adult Social Care and Public Health and Wellbeing Team**

Name: **Sunny Mehmi**

Job Title: **Assistant Director: Adult Social Care**

Date of assessment: **01/06/2023**

Version History

Version	Reason	Author	Date	Approved By
1.0	Creation	Amanda Nyeke	07/06/2022	
2.0	Reviewed	Sunny Mehmi	09/06/2022	
3.0	Reviewed	Sunny Mehmi	01/06/2023	

Scope your proposal

- **What is the aim of your policy or new service/what changes are you proposing?**

The proposal is to adopt a Reading All Age Autism Strategy for the period 2022-2026 in accordance with The Autism Act 2009 which sets out the requirements for local authorities and NHS bodies to work with local partners to improve services and support autistic people. The Act put a duty on Government to produce and regularly review an 'Autism Strategy' to meet the needs of adults with autism in England. Following the publication of the latest "**The national strategy for autistic children, young people and adults: 2021 to 2026**", Reading has started the development of a local autism strategy. This aligns the national priorities in conjunction with local demands and needs of those autistic residents in Reading.

Reading's All Age Autism Strategy 2022-2026 sets out key priorities across Reading and the services which serve the Reading autistic population, their families and carers.

The Strategy identifies 7 priorities. These are:

1. Improving awareness, understanding and acceptance of autism
 2. Improving support and access to early years, education and supporting positive transitions and preparing for adulthood
 3. Increasing employment, vocation and training opportunities autistic people
 4. Better lives for autistic people – tackling health and care inequalities and building the right support in the community and supporting people in inpatient care
 5. Housing and supporting independent living
 6. Keeping safe and the criminal justice system
 7. Supporting families and carers of autistic people
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- **Who will benefit from this proposal and how?**

It is intended to be an important strategy in improving the health, wellbeing and wider outcomes of Reading autistic people, their families and carers;

- **What outcomes does the change aim to achieve and for whom?**

Adopting the 2022-2026 Reading All Age Autism Strategy will give the Autism Partnership Board a focus on the 7 identified priorities (see above), and set a framework for ensuring that plans to address these are monitored effectively and help to:

- Promoting the partnership working and integration of services.
 - To promote equality, social inclusion and a safe and healthy environment for all
 - Contributions to Community Safety, Health and Wellbeing of residents with autism.
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In turn, the commissioning plans over the next four years should also be driven by and reflect Reading's All Age Autism Strategy 2022-2026 priorities.

The Strategy is aimed at the entire autistic population in Reading including their families and carers and adopting it should co-ordinate efforts to outcomes for any resident potentially affected by the priority issues.

The Autism Partnership Board will drive performance forward in the chosen priority areas as set out in the Strategy. In addition, the Autism Board will continue to work collaboratively and receive reports and monitor strategy action from other local strategic partnerships involved in supporting autistic people and improving health and wellbeing.

Reading's All Age Autism Strategy 2022 - 2026 acknowledges the risks related to climate change but is not designed to address those risks at this point in time. However, the implementation plans will endeavour to include detailed actions wherever relevant to address those risks and the health implications of climate risks.

- **Who are the main stakeholders and what do they want?**

- Current autistic children, young people and adults
- Carers and family of autistic people
- Staff and volunteers across care and support providers in the statutory, private and voluntary sectors that support autistic people.

Assess whether an EqIA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

- **Do you have evidence or reason to believe that some (racial, disability, sex, gender, sexuality, age and religious belief) groups may be affected differently than others?**
- **Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.**

Priority 1 and 4 of the strategy, address raising awareness, acceptance, understanding and reducing the health differences between groups based on the data analysis and consultation we have undergone to ensure all in the population benefit from the strategic aims.

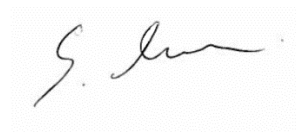
- **Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.**

No

If the answer is **Yes** to any of the above, you need to do an Equality Impact Assessment.

If **No** you **MUST** complete this statement.

An Equality Impact Assessment is not relevant because:



Lead Officer

Sunny Mehmi

Assistant Director: Adult Social Care

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

Example: A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
<p>Autistic Reading residents, their families, carers and professionals and organisations working with autistic people.</p> <p>Including completion of an All Age Autism Needs Assessment</p>	<p>Engagement and coproduction (though limited in its scope by resources) took place via a mixture of interviews, workshops, surveys, forums, existing local groups, and feedback sessions. This insight was used to inform and shape the strategy, and to test emerging findings, recommendations, priorities, and vision development. We received contributions from 227 people.</p>	<p>15 November 2021 – 31 May 2022</p>
<p>Autistic Reading residents, their families and carers.</p> <p>Organisations across all sectors involved in support for autistic people and promoting or protecting health and wellbeing</p>	<p>A second consultation on the strategy will be carried out to ascertain if the aims and priorities set out in the strategy met people's expectations.</p>	<p>15th July 2022-15th September 2022</p>

Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- **Describe how this proposal could impact on racial groups**
- **Is there a negative impact? No**

No negative impact in terms of different racial groups has been identified.

Where take up of other services is disproportionately low for some racial groups which may face particular barriers to access, there will be a focusing of resources on those communities as part of the drive to reduce inequalities.

There is an ongoing need to recognise that cultural norms and barriers such as language may impact on access to support, and the All Age Autism Strategy should be a tool to address this.

Responses to the initial engagement raised the importance of ensuring that information and advice about health and wellbeing and other key information is accessible to all groups.

- **Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)**
 - **Is there a negative impact?** No
-

No negative impact in terms of gender has been identified.

- **Describe how this proposal could impact on Disability**
 - **Is there a negative impact?** No
-

No negative impact in terms of disability has been identified.

- **Describe how this proposal could impact on Sexual orientation (cover civil partnership)**
 - **Is there a negative impact?** No
-

No negative impacts on the grounds of sexual orientation have been identified.

- **Describe how this proposal could impact on age**
 - **Is there a negative impact?** No
-

No negative impacts on the grounds of age have been identified

- Describe how this proposal could impact on Religious belief
 - Is there a negative impact? No
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-

No negative impact in terms of religion or belief has been identified.

Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you MUST assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

No negative impact identified – Go to sign off

- How will you monitor for adverse impact in the future?
-

The long-term impact of adopting Reading's All Age Autism Strategy 2022 - 2026 should be a reduction in health inequalities and improvement in outcomes for autistic people, their families and carers. In order to track progress towards this goal, Action Plans will be developed with progress reports made to the Autism Partnership Board and fed into the Health and Well Being Board.



Lead Officer

Sunny Mehmi

Assistant Director: Adult Social Care