



## Equality Impact Assessment Form

Revised September 2010

*(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)*

*When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project*

### **Part 1 Aims & implementation of the service, policy, procedure, practice or project**

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

#### **1.1 What is being assessed**

The needs of people with Autism and their carers.

#### **1.2 Officer(s) and section or service responsible for completing the assessment**

Ann O'Brien – Commissioning Lead, Commissioning Unit

Jeremy Baker – Lead officer

IOW Autism Strategy Delivery Group consisting of the above plus –

Richard Thomas – Consultant Psychiatrist - PCT

Bob Marks – Clinical Nurse lead for Mental Health and Learning Disabilities - PCT

Alix Woodford – No Barriers Co-ordinator

David Hunt – Social Worker for People with Autism and Conduit for Service User Group –

Claire Franklin – Parent Carer

Louise Foley – Parent Carer and NAS Branch Leader

Also

The A Team - A focus group of adults with Autism

Rosie Barnard, lead officer, diversity

Janet Paine – Principle lawyer Adult Social

#### **1.3 What is the main purpose or aims of the review**

The Government's vision is that 'All adults with autism are able to live fulfilling and rewarding lives within a society that accepts and understands them. They can get a diagnosis and access support if they need it, and they can depend on mainstream public services to treat them fairly as individuals, helping them make the most of their talents'. The Autism Act 2009 is a symbol of the Government's commitment to achieving this vision and delivering such an impact within our society. The first ever piece of legislation designed to address the needs of one specific impairment group – adults with autism – it has already triggered a response, across government and public services, that is beginning to drive change. The key to change lies at the local level. There is a need to focus on building capacity and capability at local level to enable local partners to develop relevant services for adults with autism to meet identified needs and priorities. This consultation is designed to build on that, by enabling the

people of the Isle of Wight with autism, families who care for people with autism and professionals who work with people with autism to set a direction for long-term change to realise this vision and also to identify specific areas for action over the next three years.

**1.4 Who is affected by the review? Who is it intended to benefit and how?**

Primarily people with Autistic Spectrum condition and their carers, but also providers and other stakeholders including health, education, housing providers, employment providers involved in the care and support of young people and adults with Autistic Spectrum Condition. The participation is aimed at ensuring we are aware of their needs and to establish pathways to meet those identified needs and to enable us where appropriate to commission effective services to meet those needs.

**1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?**

There will be an initial advertisement in One Island magazine informing individuals that the participation survey will be happening. It is intended to further promote the survey prior to launch date through school, college, day opportunity centres, residential care, respite care centres, other provider services and out own adult and children's services social care teams and the local National Autistic Society branch. Advertisement will also feature in doctor's surgeries, libraries and other centres which reach the wider population. The survey will be launched at an event to be held early in November which will invite people to come along and talk about the strategy and have support to complete the survey if necessary. Drop in surgeries will be arranged, school and colleges will be asked to work with service user groups as focus groups to complete participation questionnaires, there will be advertising which communicates the event and six week lead time to complete the questionnaire.

**1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?**

The Isle of Wight Council wants to understand the views of families and users of services for people with Autism on the Island, we also want to involve as many people as possible in thinking about the future of these services.

We want to hear about the ways in which people with autism may be supported to remain as independent as possible and have fulfilling and rewarding lives.

At the moment we are aware of some dissatisfaction with the level of support available to people with Autism and their carers, the project is designed to establish a process of working together to ensure best practice initiatives by either direct commissioning of support services or stimulation of the market to indirectly provide those services.

**1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?**

This consultation will provide the opportunity for an informed, community-wide debate around a key council priority - Supporting Older and vulnerable residents:

*Supporting the most vulnerable in our community is a key responsibility of the Isle of Wight Council.*

*Along with the approach taken to children and young people (as outlined above), this includes families, adults with disabilities or long term health conditions and frail older people. In looking how we go forward there are four main themes that we will focus on:*

- *Supporting individuals and communities to take more responsibility for themselves and each other so that they are less dependent on public services;*
- *Bringing public sector organisations together to work more effectively to avoid people needing to access intensive high cost services such as emergency hospital admissions or long stay residential care;*
- *Giving people real choice and control over how they are supported;*
- *Strengthening the delivery of social work and care management support so that we improve our assessment of and response to need, make decisions quicker and achieve better outcomes for the people we are working with.*

*This approach will enable the council to take forward the continuing transformation of adult social care services as described in the Coalition Government's "Think Local, Act Personal" programme.*

(from Isle of Wight Corporate Plan 2011 to 2013, page 9)

#### **1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?**

The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This review is specifically about care for people with autism now and in the future, and will take account of the views of people of all ages and will be relevant to people with autism with other protected characteristics.

As part of the review, consideration will be given to:

**Equality of Access** to care and support - meaning that the Council will not preclude anyone from having an assessment for community care services, if their needs appear to be such that they may be eligible for support.

**Equalities of Outcomes** from care and support - meaning that people on the Isle of Wight with similar levels of needs can expect to achieve similar quality of outcomes, although the type of support they choose to receive may differ, depending individual circumstances. The consultation will consider how we broaden the menu of choices which people with autism have to meet individual circumstances more effectively and efficiently.

**Equality of Opportunity** - meaning that the council will work with individuals (in this case people with autism) to identify and overcome any barriers to economic and social participation within society

#### **1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?**

The consultation will be launched on 2nd November. There will be advertising leading up to the launch, and a programme of focus group engagement during a 6 week period following the launch.

Following the six weeks of engagement information from the survey will be collated and main themes and threads identified. There will then be a further period of consultation with focus groups in order to draft an Autism strategy which will formulate the councils response to the identified needs of people with Autism on the Isle of Wight

Ann O'Brien - Commissioning Lead is responsible for the project together with those mentioned in 1.2

Collectively they are responsible for:

Ensuring maximum participation from the target audience

Analysing data produced from the project

Publishing data results

Acting on information received and drafting Autism commissioning strategy

## **Part 2 Consideration of data and research**

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

### **2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken**

There will be a questionnaire Autism participation – Have your Say which will have some tick box questions which will provide quantitative data and free text questions which will provide more qualitative information.

The Isle of Wight Council is part of the Hampshire Autism Partnership Board which is also developing a SHIP (Southampton, Hampshire, Isle of Wight and Portsmouth) wide approach to supporting people with Autism and our survey will inform our future direction of travel which will feed in to a SHIP wide overarching strategy.

### **2.2 Equalities profile of users and beneficiaries**

There is no equalities breakdown of people with Autism on the Isle of Wight.

Government statistics inform us that it likely that between 1 in a 100 and 1 in 70 people have Autism.

With an estimated population of 133,000 on the Isle of Wight (Census2001)

This indicates it is likely that there are likely to be between 1,330 and 1,900 people with Autism living on the Isle of Wight.

The equalities profile will be sent out with the survey which will help to inform equalities profile.

### **2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination**

### **2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project**

### **2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project**

**Part 3 Assessment of impact**

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

**3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics)  
(please refer to the guidance for additional information)**

Protected Characteristics	Negative	Neutral	Positive	Comments
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				
Sex (male / female)				
Sexual Orientation (LGB&T)				

**Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)***

- 4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?**
- 4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.**
- 4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?**
- 4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?**
- 4.5 How will any service, policy, procedure, practice or project be implemented?**
- 4.6 As 4.5 above please identify training requirements.**

## **Part 5 Conclusions & recommendations**

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

- 5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?**
- 5.2 What are the main areas requiring further attention?**
- 5.3 Summary of recommendations for improvement**
- 5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?**
- 5.5 When will the amended service, policy, procedure, practice or project be reviewed?**



## Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

**Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:**

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above					

**Part 6 continued – Equality Impact Assessment – Summary report**

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

**Date of assessment**

**Officer's name**  **Role**

**Service, policy, procedure, practice or project that was impact assessed**

**Summary of findings**

**Summary of recommendations and key points of action plan**

**Groups that this policy will impact upon**

<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Marriage &amp; Civil Partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Religion / Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sex (male/female)</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>