

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: ROTHERHAM'S ALL AGE AUTISM STRATEGY AND IMPLEMENTATION PLAN 2020 - 2023	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead person: Garry Parvin: Joint Head of Learning Disability, Autism and Transition Commissioning	Contact number: garry.parvin@rotherham.gov.uk Mobile: 07887057491
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
Rotherham's All Age Autism Strategy and Implementation Plan 2020 -2023 is grounded in the vision and passion expressed in the Council Plan and in the Rotherham's Integrated Health and Social Care Place Plan - based on the values of ensuring collaboration and co-production. The strategy supports and progresses the outcomes outlined in Integrated Health and Social Care Place Plan and the Councils

Housing Strategy.

The strategy uses a 'whole life approach' which is used in the Rotherham Health and Wellbeing Strategy. The strategy is based on a clear co-produced vision and identifies key activity focused on 5 areas. These are:

1. Starting Well: All Rotherham's autistic children and young people are healthy and safe from harm
2. Developing Well: All Rotherham's autistic children and young people start school ready to learn for life
3. Moving on well to independence: Rotherham's autistic children and young people are provided with the same opportunities to thrive going into adulthood.
4. Living well: Autistic adults living in Rotherham will get the right support when needed
5. Ageing well: Autistic adults living in Rotherham will be better supported as they grow old

The new All Age Autism Strategy and Implementation Plan provides an overarching framework for the Council, NHS Rotherham Clinical Commissioning Group (CCG) and partners. It identifies priority areas based on the national requirements and local findings.

It is proposed that both the Strategy and the accompanying Implementation Plan will be delivered over a period of three years, from 2020 to 2023. The Plan will work on the principle of a strength-based approach; this means the Strategy should encourage people to recognise their strengths to support choice and control.

The Strategy will build on work being carried out in Rotherham and South Yorkshire by individuals, groups and communities, as well as the Council and partners to improve the lives of people with autism.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians,

carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.		
Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	Yes	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	Yes	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	Yes	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	Yes	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	Yes	
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The strategy is expected to:

1. Improve health and wellbeing for autistic people living in Rotherham
2. Improve the delivery of health, care, housing, criminal justice system services in Rotherham for autistic people.

Working with Public Health and Joint Strategic Needs Assessment states:

An estimated 2,900 people in Rotherham are autistic. Autism is more prevalent in children and young people than in adults. The number of people with a learning disability or ASD who are aged over 65 is projected to increase by 20% by 2025. The number of Rotherham children with Special Educational Needs related to ASD increased by 26% between 2010 and 2015.

Local Rotherham diagnosis rates

From the estimated national prevalence rate, we would expect 1.1% of the Rotherham population to be diagnosed with an autism spectrum disorder, approximately 2,900 people. However, we were able to obtain local rates from recorded autism or Asperger's syndrome diagnosis in GP records. There are 2,707 Rotherham registered patients with a diagnosis of autism or Asperger's syndrome on their GP records⁷.

Whilst the total local number of autism cases is not out of line with the national 1.1% prevalence rate, when considered by age profile, local diagnosis rates are significantly above predictions in young people over 5 years old and that there is potentially significant under-diagnosis in the older adult population.

Whereas the prevalence study suggested 15% of autism diagnoses in women, locally this ranges from 22% (0-4 year olds) to 38% (in 41-55 year olds) with an average of 27%.

Health Outcomes and Autism:

More detail was obtained from GP records covering 40% of the Rotherham registered population which show:

- 6% of patients with ASD also had epilepsy (lower than 20-40% expected by research)
- 20% of patients with ASD also had learning disabilities (lower than 50% expected by prevalence study)
- 7% of patients with ASD also had anxiety, depression or stress (lower than expected)

- **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

A core principle which underpins the development of the strategy is that: *People with autism and their families and carers are at the centre of everything we do.* To develop

the strategy

- a series of workshops were held from April to June 2018 with representatives from a wide range of professionals, people (including young people) with autism, parents, families, carers and local businesses. The workshops gathered rich information and ideas for key priorities for people with autism in Rotherham. This information then led to the development of the areas for focus as well as the actions for improvement.
- Follow up workshops were held in July 2019
- Meetings were held with parent and family representatives from 2018 -2020

Key elements of concerns were raised:

- People said they required housing which is suitable for people with autism; it would be able to support people with autism who have a range of sensory issues.
- We heard from people who had a negative experience from the Criminal Justice System; they told us many professionals still do not understand autism.
- People also said more people in Rotherham should receive training and awareness on autism including: taxi drivers, bus drivers, housing staff, teachers in schools, retail staff and general public awareness.

The Rotherham Autism Partnership Board has been a clear partner in developing the delivery plan which accompanies Rotherham’s Autism Strategy.

Date to scope and plan your Equality Analysis:	20/04/20
Date to complete your Equality Analysis:	22/04/20
Lead person for your Equality Analysis (Include name and job title):	Garry Parvin Joint Head of Learning Disability, Autism and Transition Commissioning

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Nathan Atkinson	Assistant Director – Strategic Commissioning	22/04/20

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	22/04/20
Report title and date	ROTHERHAM'S ALL AGE AUTISM STRATEGY AND IMPLEMENTATION PLAN 2020 - 2023
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	22/04/20