

APPENDIX 4

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Rotherham All Age Autism Strategy 2024 - 2027	
Date of Equality Analysis (EA): 13/12/23	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead Manager: Garry Parvin Joint Head of Learning Disability, Autism and Transition Commissioning	Contact number: Email: garry.parvin@rotherham.gov.uk Mobile: 07887 057491
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (e.g., service user, managers, service specialist)
Garry Parvin	Rotherham Metropolitan Borough Council	Joint Head of Learning Disability, Autism and Transition Commissioning
Jayne Fitzgerald	Rotherham Parent Carers Forum (RPCF) Rotherham Adult Neurodiversity Support Service (RANSS)	Strategic Manager
Sarah Alexander	Rotherham Adult Neurodiversity Support Service (RANSS) Rotherham Parent Carers Forum (RPCF)	Strategic Lead - Neurodiversity
Kayleigh Harrison	Rotherham Parent Carers Forum	Engagement & Volunteer Coordinator

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, other groups or stakeholder/s e.g., service users, employees, partners, members, suppliers etc.)

The strategy covers autistic people living and working in Rotherham. The strategy is all age in scope. This aligns with National best practice. The focus here (and data captured) is autistic people will need support from health and care services.

The strategy states:

We want Rotherham to be a place where:

- You can get a timely diagnosis with support, meet professionals with a good understanding of autism, find services, organisations and employers that make reasonable adjustments when required, and where people can feel safe, have aspirations and fulfil your potential, be independent, and become a full member of the local community.

This means having:

- Access to education and employment opportunities and your own home.
- Access to the right information, at the right time, to make informed choices.

We will know this because autistic people in Rotherham will tell us that they:

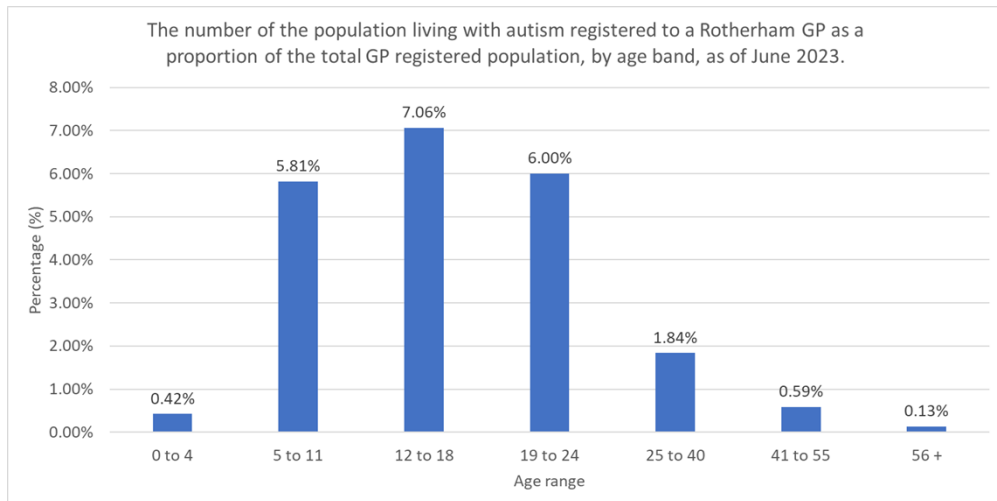
- Feel welcomed and included.
- Are listened to and have a voice.

And

- That young people and their families / carers who are preparing for adulthood know what to expect.

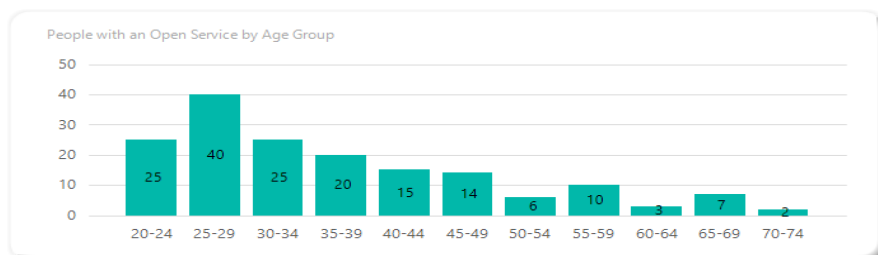
In the UK, the estimated prevalence of autism in adults is around 1.1%. Applied to the Rotherham GP registered population, this would be approximately 2,300 people¹.

In reviewing Rotherham's GP records, there are 5,504 Rotherham registered patients diagnosed with autism or Asperger's syndrome. 4,036 of these are aged under 25 years old, which may indicate our local rates of diagnosis are higher than the national average and that there may be some adults who have not been diagnosed.



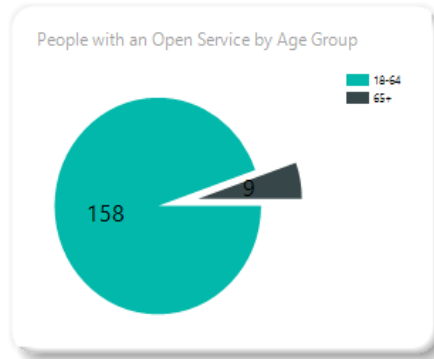
The Council's children's service has recorded 1,894 children / young people who are autistic as at the end of September 2023; out of this cohort, 902 children have an Education, Health and Care Plan (EHCP).

The Council's Adult Social Care has recorded 167 people. The table below shows this population segmented by age.

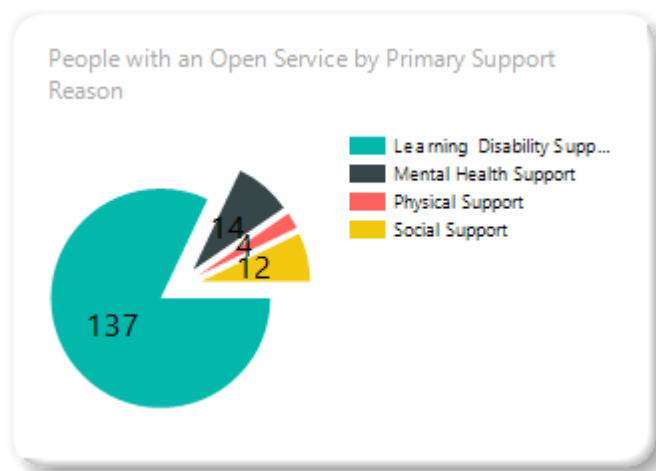


Since the 2020 strategy there has been an increase in Rotherham's autistic population in particular the preparing for adulthood cohort (14 – 25 years old).

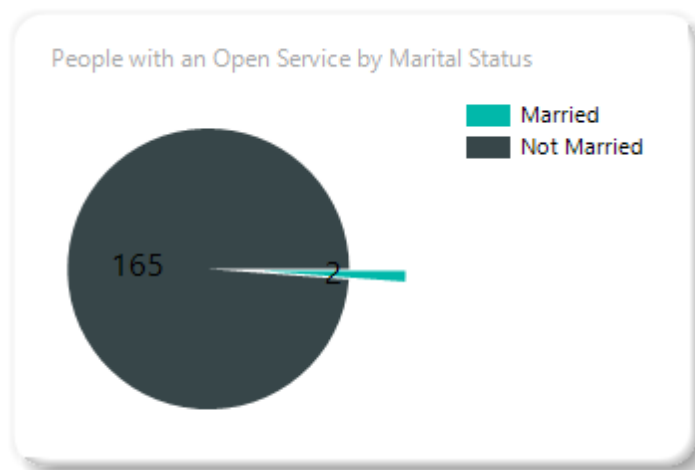
Data collected in relation to autistic people segmented between under 65 age groups and over 65 age groups is set out below:



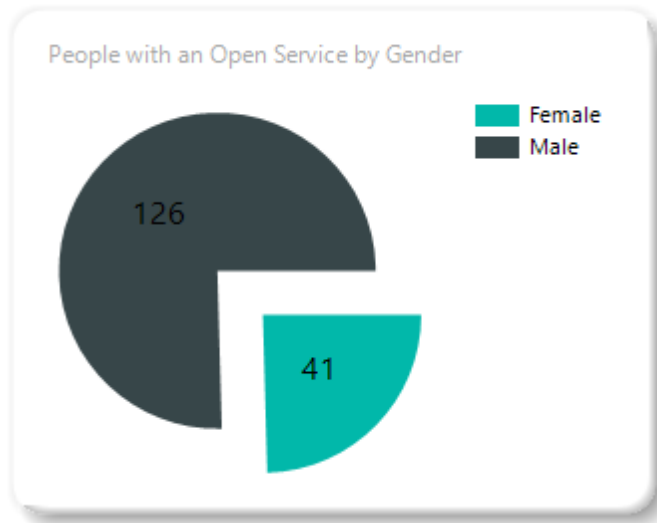
Data collected in relation to autistic people segmented by primary support reason is set out below:



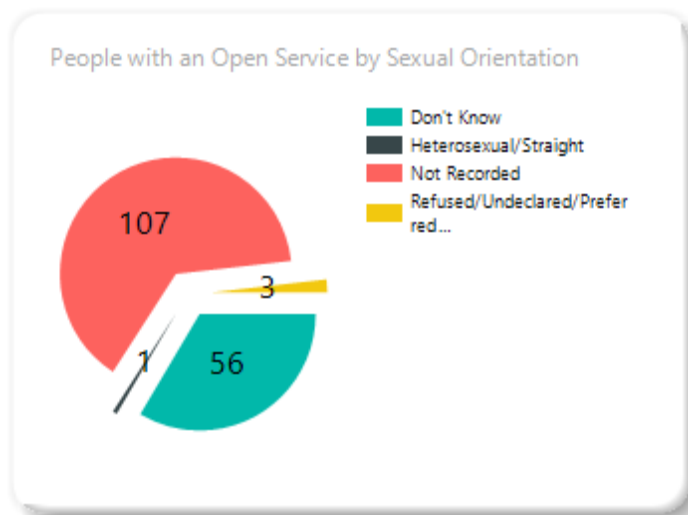
Data collected in relation to autistic people segmented by marital status:



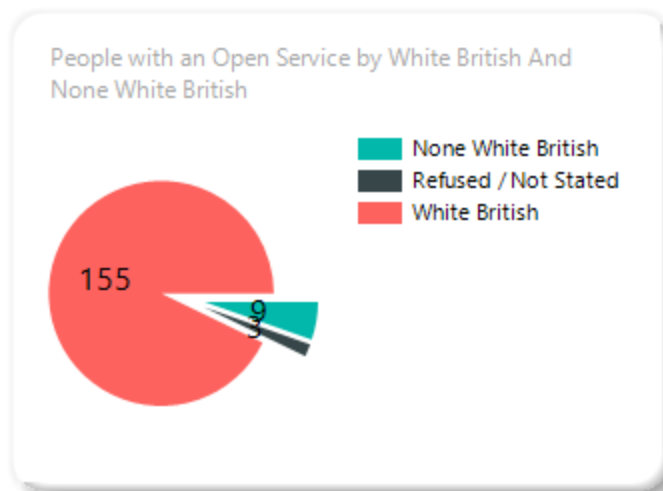
Data collected in relation to autistic people segmented by gender:

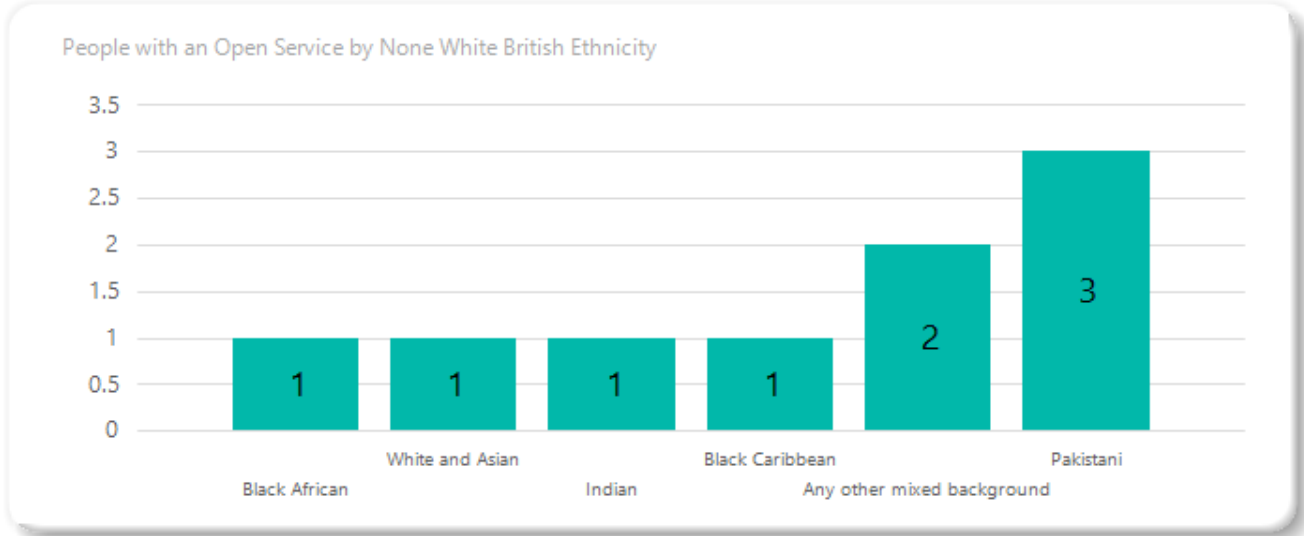


Data collected in relation to autistic people by sexual orientation:

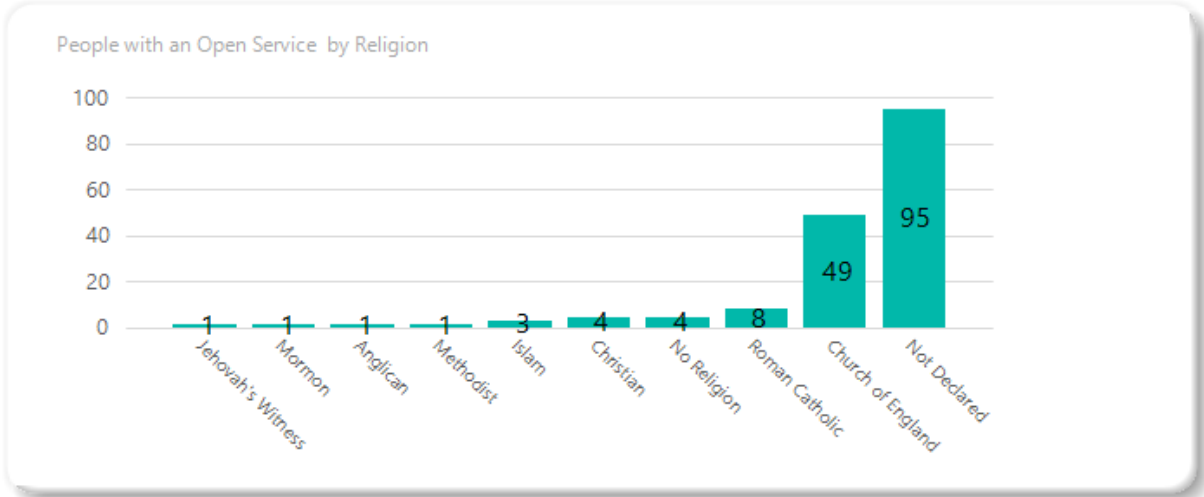


Data collected in relation to autistic people by Race:





Data collected in relation to autistic people by Religion:



What equality information is available? (Include any engagement undertaken)

The NHS currently collects data via NHS digital platforms. GP datasets were used to extract more localised data in relation to:

- Autism
- Autism with LD
- Autism with Mental health
- Autism with Epilepsy
- Autism with LD and epilepsy
- Autism no LD
- Autism with mental health and LD

The Council holds data across CYP and ASC which provides a breakdown in relation to protected characteristics.

The datasets are currently separate.

Are there any gaps in the information that you are aware of?

Further work is being done on the NHS primary care data to ensure its segmented by protected characteristics.

The strategy uses data primarily from NHS, Council (ASC and CYPS services). However, there are datasets in other partners or parts of the Council (Housing) which may enable Rotherham to gather a whole place, holistic picture.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Equality information on protected characteristics is routinely collected as part of the referral and assessment process for individuals accessing the service and recorded on LAS, which is the adult social care case management system. These processes also afford an opportunity for feedback to be provided by the cared for person and unpaid carers to Adult Social Care staff on the quality of service provision they receive.

People using the services and their unpaid carers also have the option to make a formal complaint regarding the quality of the care or pertaining to issues with systems and processes aligned to it through the Council's or the Provider's complaints process.

For more serious concerns Safeguarding and Whistle Blowing policy and procedures in place and followed.

The Care Quality Commission (CQC) also regulates Supported Living services.

The NHS through regular contract and quality monitoring receives information of the implementation of the strategy.

The Rotherham Health and Wellbeing Board, Rotherham SEND Board and Rotherham Autism Partnership Board will oversee the impact of the strategy and development of the action plan.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Co-production lies at the heart of policy development and service delivery. This aligns to Council policy and the policy of Integrated Care Systems (ICS).

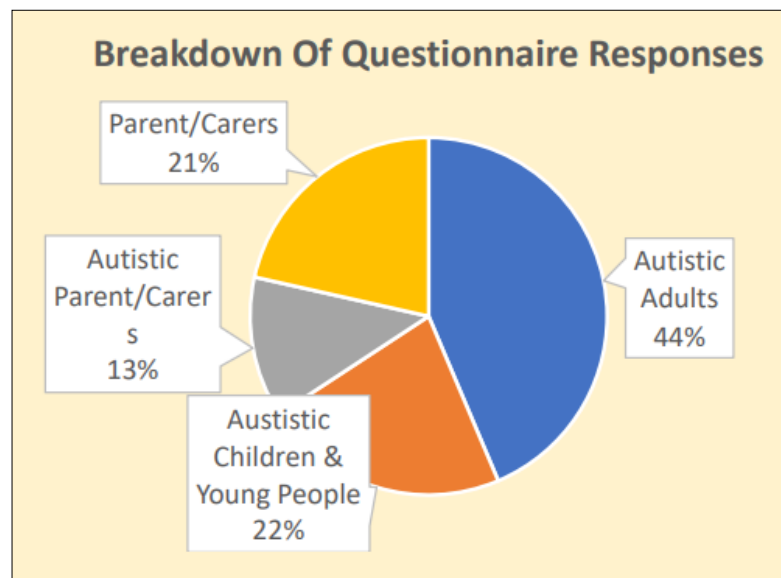
To ensure that the voice of autistic children, young people and adults was captured and used to inform the All Age Strategy, a public consultation was undertaken by Rotherham Parents Forum Ltd from 24th July to 10th October 2023. The following methods were used:

- A Microsoft forms document containing a range of open and closed questions was developed and published online. Text to talk videos reading the long pieces of text were provided as an option. Alternative

methods could also be requested. This questionnaire was promoted by the Council as well as the co-production partner.

- A range of engagement events and contacts took place to make people aware of the consultation and how they could take part.

A total of 175 people provided their views and experiences (149 questionnaires and 26 people attended a focus group), of whom approximately 79% identified as autistic. No formal autism diagnosis was required, so this figure also includes people who self-identify or are questioning, and their families. All focus groups were with autistic people, and the questionnaire breakdown of responses is shown in the chart below.



Four focus groups took place with the following people and groups:

- Nayi Zingadi – a community organisation who empower people with disabilities from ethnic communities.
- Speakup For Autism –a self-advocacy group to give a voice to autistic people.
- Autistic young people (under 18).
- Autistic adults (18+).

An informal discussion approach was used, based around the themes of the questionnaire. The views and experiences shared in the focus groups have been included in the qualitative feedback sections of the report to maintain anonymity.

	<p>Groups who were consulted are set out below:</p> <ul style="list-style-type: none"> • Social prescribing • Nayi Zingadi • Speak Up • Live Inclusive • Age UK • CYP consortium • Rotherham United community sport trust • NAS Rotherham • Active independence • Rotherfed • REMA • Clifton learning partnership • BAME Send group • YAWS – you asked we said • Autism East Midlands • Carers Forum • PFG • Touch stone • S62 project • Kooth / Qwell • RPCF & RANSS targeted mailout and texts • RPCF & RANSS social media • Rainbow Project • Touchstone. <p>The full report regarding the co-production is appended to the strategy and a summary is included as an appendix to the All-Age Autism Strategy 2024 - 2027.</p> <p>The level of involvement of people with lived experience in shaping the development of the strategy was extensive and will ensure the future strategic direction is reflective of the needs and aspirations of autistic people in Rotherham.</p>
<p>Engagement undertaken with staff (date and group(s)consulted and key findings)</p>	<p>The strategy was shared with the Council’s Neurodiversity Staff Group for comment – as part of the consultation.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The strategy is built on co-production and this will be a central platform in developing the implementation/ action plan.

Rotherham's All Age Autism Strategy 2024 -2027 articulates how key agencies will work together to improve the lives of all autistic people living in Rotherham. This will ensure that Rotherham is following the Autism Act and Statutory Guidance. Given the Strategy is 'all age' in scope this includes children and young people, as well as adults.

Does your Policy/Service present any problems or barriers to communities or Groups?

The Rotherham All Age Autism Strategy 2024 - 2027 has been developed to build on the progress made and remove barriers that autistic people (of all ages) and their families face.

What has been clear is that autistic people and their families want to be equal partners in developing the implementation/ action plan. This will be progressed following approval of the strategy.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The strategy states:

We want Rotherham to be a place where:

You can get a timely diagnosis with support, meet professionals with a good understanding of autism, find services, organisations and employers that make reasonable adjustments when required, and where people can feel safe, have aspirations and fulfil your potential, be independent, and become a full member of the local community.

Rotherham's All Age Autism Strategy sets out a vision for all people with autism, to have the same opportunities as anyone else to live rewarding and fulfilling lives whatever their age. This vision is shared by all public, voluntary and independent organisations that have worked together to develop the strategy.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Rotherham's All Age Autism Strategy 2024 -2027 should have limited adverse impact on community relations as there has already been a long history of consultation. The Strategy remains a priority for the Council, and its partners.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e., early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Rotherham's All Age Autism Strategy 2024 -2027

Directorate and service area: Adult Care, Housing and Public Health, Strategic Commissioning

Lead Manager: Garry Parvin

Summary of findings:

The Equality Analysis has been completed to ensure that Rotherham's All Age Autism Strategy 2024- 2027 has considered the Protected Characteristics of key stakeholders such as autistic people (of all ages), their families, unpaid carers and local residents.

The Equality Analysis found that the primary focus of the proposal will be to support autistic people, unpaid carers as identified by the Autism Act (2009) and subsequent Statutory Guidance. However, the process has identified that there remain data gaps in terms of some of the Protected Characteristics in relation to some of the place data held by partners. This is being addressed.

The strategy will be published in easy read / word formats, and a range of languages.

Extensive consultation and co-production have taken place regarding the development of the All Age Autism Strategy 2024- 2027. This commitment of ongoing co-production will align to Council and place partners policies. For example: Rotherham Charter Genuine Partnerships.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
There remains the need to explore that all systems in the Rotherham Place – (For example: the NHS, leisure and libraries etc.) capture autism as a Protected Characteristic. Further data emerging from Learning Disability and Autism mortality review (LeDeR) will be incorporated into the suite of data to inform the autism strategy.	Primary focus on D & C and A but also S, GR, RE, RoB, SO, PM, CPM & O	11/2025
Development of a co-produced implementation/ action plan	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	12/2024
Cabinet to receive a further report on delivery against the All Age Autism Strategy and action plan before the end of the current strategy term in 2027.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	05/2027

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Ian Spicer	Strategic Director, Adult Care, Housing and Public Health	
Cllr David Roche	Cabinet Member - Adult Social Care and Health	

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	14/12/23
Report title and date	Rotherham's All Age Autism Strategy 2024 - 2027
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	22/12/2023

ⁱ [[National Collaborating Centre for Mental Health, 2012](#); [SIGN, 2016](#); [Buckley, 2017](#); [National Collaborating Centre for Women's and Children's Health, 2017](#); [BMJ, 2018](#); [National Autistic Society, 2018a](#)].