

## 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	
<b>Equality Analysis title: ROTHERHAM'S ALL AGE AUTISM STRATEGY AND IMPLEMENTATION PLAN 2020 - 2023</b>	
<b>Date of Equality Analysis (EA): 20/04/2020</b>	
<b>Directorate: Adult Care, Housing &amp; Public Health</b>	<b>Service area: Strategic Commissioning</b>
<b>Lead person: Garry Parvin: Joint Head of Learning Disability, Autism and Transition Commissioning</b>	<b>Contact number:</b> <a href="mailto:garry.parvin@rotherham.gov.uk">garry.parvin@rotherham.gov.uk</a> <b>Mobile: 07887057491</b>
<b>Is this a:</b>	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>

<b>If other, please specify</b>		
<b>2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance</b>		
<b>Name</b>	<b>Organisation</b>	<b>Role (eg service user, managers, service specialist)</b>
Garry Parvin	RMBC/ RCCG	Joint Head of Service, Learning Disability, Autism, Transitions & Transforming Care, Strategic Commissioning
Jenny Lingrell	RMBC/ RCCG	Joint Assistant Director Commissioning, Performance & Inclusion
Ian Spicer	RMBC	Assistant Director Independent Living

**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.)

Rotherham’s All Age Autism Strategy and Implementation Plan 2020 -2023 seeks to address the needs of all children and young people adults with autism who live in Rotherham.

The Strategy and the Implementation Plan are both 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.

Rotherham’s strategy reflects the vision of the national autism strategy. Rotherham’s vision is:

*To work towards making Rotherham an autism friendly place to live. This means 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, where people can feel safe, have aspirations and fulfil their potential, and become a full members 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 equality information is available? (Include any engagement undertaken)**

To ensure that Rotherham's All Age Autism Strategy and Implementation Plan 2020 -2023 has considered customers, future customers, key stakeholders such as Unpaid Carers. The purpose is to ensure that everyone's protected characteristics are considered.

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.

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.

**Engagement (summary):**

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.

Face to face meetings with autistic people were also held with:

- Chat 'n' chill
- Speak Up Autism

Follow up engagement events were held in July - October 2019

Meetings were held with parent and family representatives from 2018 -2020

Rotherham completed the Autism Self-Assessment in 2018.

### **Data:**

The 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.

### **Rotherham prevalence 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 records.

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%.

### **Autistic Children and Young People:**

As at the end of March 2020 the Council Children's Inclusion dataset shows:-

- 1492 children aged 0-25 yrs. old who are flagged with a diagnosis of Autism. This works out at 16.8% from the overall cohort (overall cohort is at - 8907).

When looking at the ethnicity breakdown for these 1492 children, we have:

- 87.8% CYP recorded as White British, 10.4% are recorded as BME (black and minority ethnicity group)
- Other than White British being the highest %, the 2<sup>nd</sup> next higher % ethnicity is Asian Pakistani at 3.3%

There are:-

- 815 CYP on an EHCP from the 1492 children aged 0-25 yrs. old who are flagged with a diagnosis of Autism – this equates to 54.6%

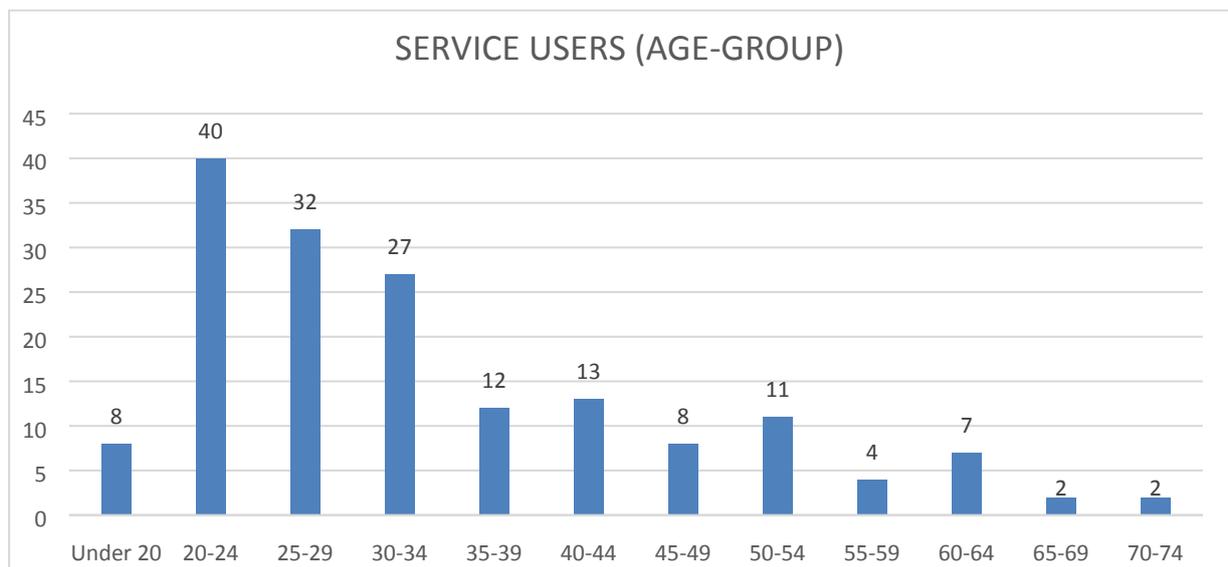
From the 1492 children aged 0-25 yrs. old who are flagged with a diagnosis of Autism: -

- Around 9% of these live within the most 30% disadvantaged areas in the borough

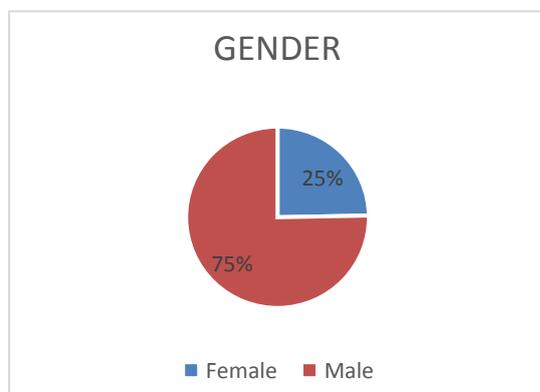
### **Autistic Adults (18 +)**

Rotherham Council have identified that there are 122 people identified on adult care systems with autism. This is very low when compared to the predicted prevalence. In part, this low figure can be explained that a large number of autistic people will be logged under another service category, for example learning disabilities and/ or mental health. Analysis of the 122 people highlighted the following protected characteristics:

Age:

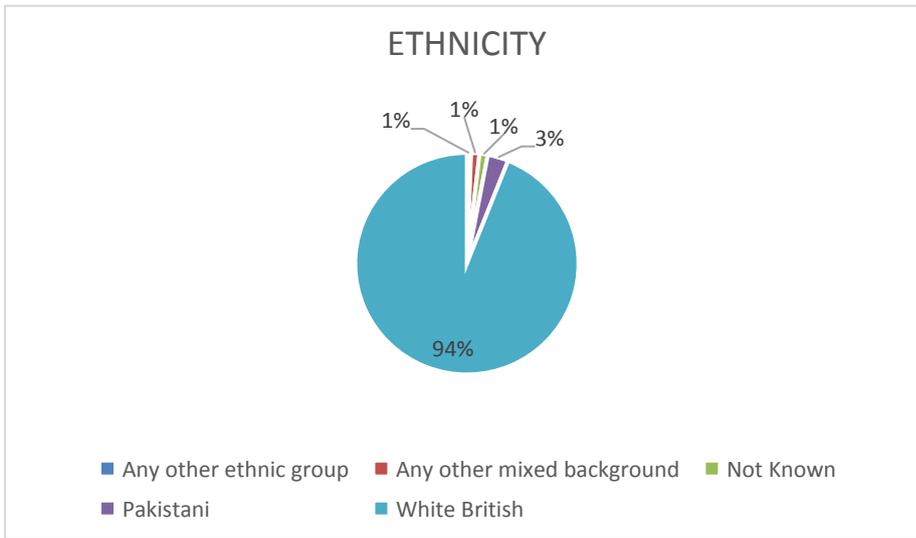


Gender:



More males are identified as being diagnosed with autism in Rotherham.

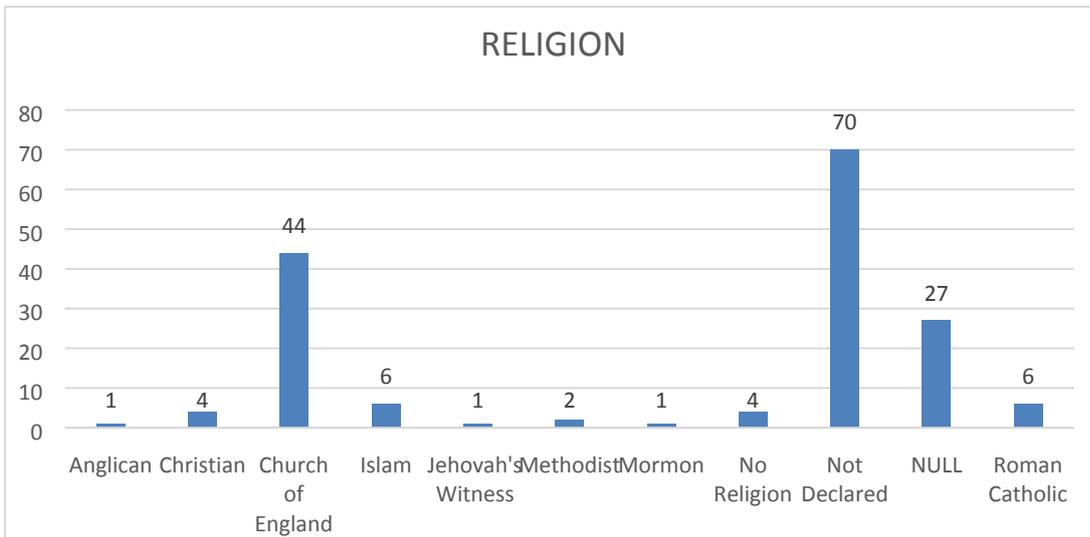
**Ethnicity:**



Rotherham’s 18+ population is 93.04% White British (ref: Census 2011), in comparison 94% of autistic adults are from this ethnic group.

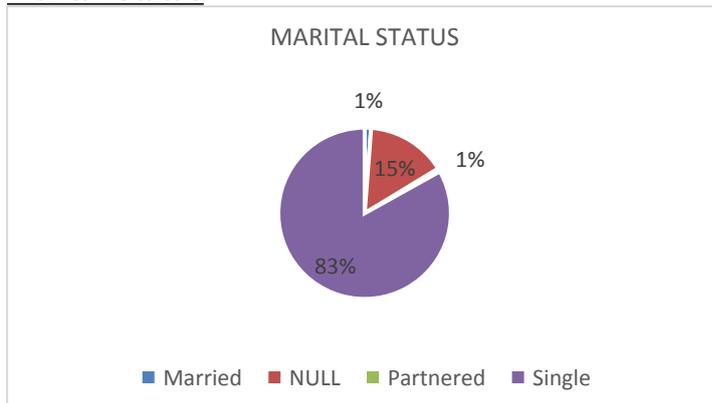
Customers from Black Minority Ethnic (BME) groups appear to be underrepresented in this cohort; 6% of the cohort are from a BME background compared with 6.96% of the total population. The 'Pakistani' BME group has the highest number of customers.

**Religion or Belief**



The graph above shows that current Adult Care records show most autistic adults have not declared their religion or belief.

## Marital Status



The graph above shows that 83% of autistic adults on adult care records are single.

## 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)

**Carers:** There are 340 carers (aged 50+) who provide care for people with a learning disability and / or autism.

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

Coproduction has been at the heart of developing this strategy. This has entailed meetings / engagement events with representatives from a wide range of practitioners, autistic people, parents, families, carers and local businesses. This gathered information and ideas of 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.

Autistic children, young people and adults, their families and carers, and the practitioners who work with them have been a central part of this strategy and its development. They will continue to be closely involved in order to achieve the aims and actions set out within this strategy.

Equality data in relation to autistic people as a standalone characteristic is often incorporated into other protected characteristics e.g. learning disability. This means that data in relation to sexual orientation or marital status is currently missing.

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

The Rotherham Autism Partnership Board played a key role in developing this strategy.

The Rotherham Autism Partnership Board includes the following partners:

- Rotherham Parent Carers Forum
- RDaSH
- Voluntary Action Rotherham
- Speak Up Autism – Rotherham
- NHS Rotherham CCG
- TRFT
- Rotherham schools and colleges

The Rotherham Autism Partnership Board has asked that it remains actively involved in monitoring the impact the strategy.

Rotherham’s SEND Board and Health and Well Being Board will have oversight in relation to both the impact and delivery of the strategy and the implementation plan.

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

A variety of engagement events took place across the borough between 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.

Face to face meetings with autistic people were also held with:

- Chat 'n' chill
- Speak Up Autism

Follow up engagement events were held in July - October 2019

Meetings were held with parent and family representatives from 2018 -2020

Rotherham completed the Autism Self-Assessment in 2018.

The following issues were raised:

- The young people at Chat 'n' Chill talked about having worries about moving into adulthood and having the same opportunities to work or go into further and higher education as their peers.

- People said they worried about health services understanding to their needs -particularly in relation to mental health and wellbeing.
- 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.
- In relation to respite services specifically for people autism, people who responded felt that: respite services need to be made more available and accessible.
- People also expressed that they wanted a wider range of options, opportunities and choice to help them live a more fulfilled and valued life.

The Autism Self-Assessment was completed in November 2018. The purpose of the self-assessment is to enable local strategy groups to review their current progress in the implementation of the Autism Statutory guidance and Autism Strategy locally and to identify future priorities and plan in partnership with health partners, other key organisations and local autistic people and their families.

As both the current Autism Act and the Statutory Guidance are focused on autistic adults, this is the focus of the Autism Self-Assessment Framework.

It is led by the Council but needs partners (NHS and criminal justice) to assist.

The SAF was submitted on 17/12/18.

Rotherham has achieved some notable successes. For example, the work in extracting data from GP records about people diagnosed with autism. This has not been replicated in other authorities and Rotherham has been approached to share its methodology (e.g. Wakefield). CYPS provided data about the Preparing for Adulthood cohort.

	<p>The most significant impact on Rotherham's score is the assessment made by the Rotherham Autism Partnership Board's at the confirm and challenge session.</p> <p>The SAF highlighted the following areas as red:</p> <ul style="list-style-type: none"> <li>• ensuring accessible information and</li> <li>• plans for housing</li> </ul> <p>These were incorporated into the strategy implantation plan.</p>
<p><b>Engagement undertaken with staff (date and group(s)consulted and key findings)</b></p>	<p>There are no direct HR implications for the Council. Council officers have been partners in developing both the strategy and implementation plan.</p>

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

<p><b>How does the Policy/Service meet the needs of different communities and groups?</b> (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)</p> <p>Rotherham's All Age Autism Strategy and Implementation Plan (2020 -2023) 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 and Implementation Plan is 'all age' in scope this includes children and young people.</p> <p>The strategy will support other protected characteristics of Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage and Pregnancy and Maternity.</p>
<p><b>Does your Policy/Service present any problems or barriers to communities or Groups?</b></p> <p>The Rotherham All Age Autism Strategy and Implementation Plan has been developed to remove barriers that autistic people (of all ages) and their families face.</p> <p>What has been clear is that autistic people and their families wanted a clear implementation plan.</p>
<p><b>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</b></p>

Rotherham's vision is:

*To work towards making Rotherham an autism friendly place to live. This means 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, where people can feel safe, have aspirations and fulfil their potential, and become a full members 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 and Implementation Plan should have limited adverse impact on community relations as there has already been a long history of consultation. Developing the Strategy has been a priority for the Council for some time and articulated in planning documents. The delay to the publication of the strategy has drawn local media scrutiny

It would be pertinent, should Rotherham's All Age Autism Strategy and Implementation Plan be approved, Officers will continue engagement with autistic people, their families and services to ensure that the Strategy is 'live'.

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 and Implementation Plan 2020 -2023**

**Directorate and service area: Adult Care, Housing & 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 and Implementation Plan 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 including: Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured.

Extensive consultation and coproduction have taken place regarding the development of the proposed All Age Autism Strategy and Implementation Plan. It has taken time developing the implementation plan. This commitment of ongoing coproduction 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)
<p><b>Data: Autism is captured in Council Children and Adult Care systems and is linked to some Protected Characteristics (Age, Gender and BAME status). There remain gaps in relation to sexual orientation and marital status. Further work is also required to ensure that autism is accurately captured. This will be done as part of the refresh of Rotherham’s Joint Strategic Needs Assessment (JSNA). There is a need to explore that all systems in the Rotherham Place – (For example: the NHS, leisure and libraries etc) capture autism as a Protected Characteristic.</b></p>	<p><b>Primary focus on D &amp; C and A but also S, GR, RE, RoB, SO, PM, CPM &amp; O</b></p>	<p><b>On-going - Target July 2021</b></p>
<p><b>Ongoing engagement with autistic people, their families, Unpaid Carers and place partners principally through Rotherham’s Autism Partnership Board.</b></p>	<p><b>A, D, S, GR, RE, RoB, SO, PM, CPM, C &amp; O</b></p>	<p><b>The duration of the strategy and beyond.</b></p>
<p><b>The implementation plan addresses the priorities highlighted in engagements and the 2018 Autism Self-Assessment Framework. It is proposed (and if accepted) that updates on progress will be provided to both Rotherham’s SEND Strategic Board and Health and Wellbeing Board every 6 months.</b></p>	<p><b>A, D, S, GR, RE, RoB, SO, PM, CPM, C &amp; O</b></p>	<p><b>Every 6 mths from formal launch of the strategy – July 2020.</b></p>

**\*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
Anne Marie Lubanski	Strategic Director, Adult Care, Housing and Public Health	24/04/20
Cllr David Roche	Cabinet Member - Adult Social Care and Health	24/04/20

## 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](mailto: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.

<b>Date Equality Analysis completed</b>	22 April 2020
<b>Report title and date</b>	Rotherham's All Age Autism Strategy and Implementation Plan 2020 -2023
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	22/04/20