

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Adult Care Services	
Service	Strategic Policy and Planning	
Proposed policy	Bury Adult Autism Strategy 2013-16	
Date		
Officer responsible for the 'policy' and for completing the equality analysis	Name	Jacqui Waite
	Post Title	Strategic Policy and Planning Officer
	Contact Number	0161 253 6239
	Signature	
	Date	22/1/13
Equality officer consulted	Name	Mary Wood
	Post Title	Principal Officer - Equalities
	Contact Number	6795
	Signature	
	Date	22/1/13

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>Following the introduction of the Autism Act in 2009, the Government published the National Autism Strategy "<i>Fulfilling and Rewarding Lives</i>" in 2010. The vision for this strategy is that "<i>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</i>".</p> <p>This strategy has statutory requirements for local authorities in providing and developing services for people with autism in Bury.</p> <p>The objectives of the strategy are:</p> <ol style="list-style-type: none"> 1. <i>Increasing awareness and understanding of autism.</i> This will be achieved by autism awareness training for frontline public service staff in line with the needs of their job. Autism awareness training should be included in corporate equality and diversity training. In addition to general awareness training for staff, development of specialist training for those in key roles that have a
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	<p>direct impact on access to services for adults with autism such as community assessors and those whose career pathways focus on working with adults with autism such as personal assistants or residential care workers. The end goal of this specialist training is that, within each area, there are some staff who have clear expertise in autism.</p> <ol style="list-style-type: none"> 2. <i>Developing a clear and consistent pathway for diagnosis of autism.</i> This would be done by increasing capacity around diagnosis, ensuring a diagnosis is recognised as a reason for a community care assessment or reassessment and providing relevant information to adults with autism and their family or carers at the point of diagnosis to help them understand their condition and access local support. 3. <i>Improving access for adults with autism to the services and support they need to live independently within the community.</i> Services must make reasonable adjustments for adults with autism. Adults with autism should have access to personalisation and improvements in transition planning. 4. <i>Helping adults with autism into work</i> by ensuring they benefit from wider employment initiatives, personalising welfare and engaging employers, improving existing provision and developing new approaches that better support adults with autism. 5. <i>Enabling local partners to develop relevant services for adults with autism to meet identified needs and priorities.</i> This will be done through joint working and increasing the use of area-based services. <p>The purpose of the Bury Adult Autism Strategy is to develop a local response to the National Strategy and develop services for people with autism and their carers living in Bury.</p> <p>The action plan will pick up the key recommendations of the national strategy.</p>
<p>Who are the main stakeholders?</p>	<ul style="list-style-type: none"> - People with Autism living in Bury - Carers of people with Autism living in Bury - Bury Adult Care Services - Bury Council employees - NHS employees

	<ul style="list-style-type: none"> - Residents of Bury - Councillors - Third sector - Private Sector - Partner agencies
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3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	It was raised in the consultaiton that there was a lack of understanding and recognition for autistic spectrum disorders within BME communities. With increased awareness raising initiatives people should have a greater understanding of autism and what it means for people and how to communicate in an appropriate manner with people with autism.
Disability	Yes	No	Autism is a recognised disability. The Bury Autism Strategy will allow people with autism in Bury to be better understood and have a wider range of services available to them and therefore greater choice and control over their services and how they are supported. Staff will have a greater understanding of autism and how to communicate in an appropriate manner with people with autism.
Gender	Yes	No	Research has suggested that there is a greater prevalence of autism amongst men than women. Through training and awareness initiatives which will be addressed within the strategy, Bury Council Staff will have a greater understanding of autism and how to communicate in an appropriate manner with people with autism. It will also raise their awareness of any specific issues around gender.
Gender reassignment	No	No	

Age	Yes	No	The strategy will endeavour to ensure transition from childhood to adulthood is planned earlier and is less stressful for people and their carers.
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	Yes	No	It will raise their awareness of any specific issues around caring for someone with autism. The strategy aims to create opportunities for creating robust partnerships with existing groups and services to help develop support and networks for carers of people with autism. The strategy will also endeavour to encourage people with autism to become more independent.
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	There is a general lack of understanding of autism. People with autism have difficulties with social communication and interaction. The strategy will put in place awareness and training on all aspects of autism to enable people to better understand their needs and how to communicate with them in a way which is appropriate and meaningful. The strategy, therefore, will reduce discrimination.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The strategy will also look to enable people with autism to live more independently and safely within their community and offer more opportunities for work and social activity.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	The strategy aims to enable people to become "part of their community" through awareness raising to dispell misunderstanding amongst the general public.

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
<p>Full consultation exercise has been undertaken with service users, carers, staff, disabled groups, parents, general public. This consultation took place from 20 February 2012 for 12 weeks. There will be events, online questionnaires, postal questionnaires, telephone questionnaires. This consultation will be widely advertised in Bury via Radio, newspaper and council publications. A further consultation on the draft strategy is planned for December 2012/January 2013.</p>		<p>Consultation ended on 25th May 2012</p>
<p>Draft strategy sent out for consultation on 10 December 2012 with a deadline of 7 Jan 2013. This was sent to members of the Mental Health Steering Group, learning disability partnership board, carers strategy group, participants of the earlier consultation who expressed a wish to be further informed, relevant community Groups and employee groups.</p>		<p>Consultation ended 7th Jan 2013</p>

<p>Autism Development Group – this is a long established group made up of users, carers and professionals. The Group are fully involved in the development of the strategy and consultation.</p>		<p>Bi monthly meetings</p>
<p>Research, national data, JSNA, census, strategies, other areas work on this subject</p>		

4b. Are there any information gaps, and if so how do you plan to tackle them?

Currently, a diagnosis of autism is not recorded on the RAISE system. Most people are recorded as having a learning disability or mental health. This has been an issue in planning of services for the future and projecting costs. We have had to base our figures on national data. This is the case across the country and not just in Bury.

However, in future, autism will be an option on our recording systems so we can better monitor numbers of people for future planning of services.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The overall effect will be positive. It will raise awareness of autism in Bury and enable people living with autism to be better understood. It will increase the number and quality of services offered to people with autism giving them greater choice and control over their lives.</p> <p>The strategy will improve the lives of people with autism in Bury through offering more choice and control over their support, improving peoples understanding of autism and allowing people with autism to become part of their community.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	<p>Increase the partnerships with organisations within Bury in order to offer services for people with autism. Closer working with Childrens services to ensure a smooth transition into Adulthood.</p>
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>Sign off by senior management Sign off by SLT Sign off by CCG Sign off by Health Scrutiny Sign off by Cabinet Implementation of Action plan over next 3 years</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

**Action plan with deadlines and responsible officers
Autism Services Development Group with reporting structure to Adult Care
SMT (and Childrens Services SMT)**

**Progress will be reported to Learning Disability Partnership Board and
Mental Health Steering Group.**

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY
REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX
(equality@bury.gov.uk) FOR PUBLICATION.**