

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Autism Strategy Group
Department and section:	Adults and Communities
Name of lead officer/ job title and others completing this assessment:	Louisa Whait
Contact telephone numbers:	0116 3050385
Name of officer/s responsible for implementing this policy:	
Date EHRIA assessment started:	December 2014
Date EHRIA assessment completed:	February 2015

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Leicester, Leicestershire & Rutland (LLR) Autism Strategy group has developed a revised LLR Autism strategy and action plan. The revised strategy reflects the 15 priorities in the 2014 national strategy update: "Think Autism: Fulfilling and rewarding lives"¹</p> <p>The LLR strategy and action plan aims to develop;</p> <ul style="list-style-type: none"> • a clear and effective diagnostic and support pathway leading if needed to the offer of a community care assessment and a carers assessment; • access to community opportunities and universal services as any other citizen, & ensuring that universal services know how to make reasonable adjustments for people with Autism; • good information about Autism and the support that is available to people; • access to personalised support if needed; • an effective response from providers of services and support; this includes raising awareness about Autism and training for front-line services in how best to support people who have the condition. <p>The Strategy Group has representation from the 3 Clinical Commissioning Group's for Leicestershire and Leicester City, the 3 Local Authorities, Health, Parent/Carers and adults with autism.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA.</i></p>

¹ 2014, Think Autism: Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update, Department of Health

	<i>If unknown, further investigation may be required.</i>										
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <ul style="list-style-type: none"> • All individuals will have the opportunity for diagnostic assessment and the offer of a health & social care assessment for support • All individuals (with Autism) eligible will have a personal health & social care personal budget • More people (with Autism) live in their own homes / individualised accommodation • More people (with Autism) have access to employment, education and social support <p>More people (with Autism) are able to live in their locality.</p> <p>An operational, publically available diagnostic pathway which will support timely diagnosis. The pathway will benefit GP's, Health staff, Social Care staff, families, people with autism and interested individuals</p> <p>3 Tier Autism training which will aim to increase awareness of the needs of people with Autism and provide workers with knowledge to effectively support people with autism. The training will be aimed at staff across Health and Social Care. People with Autism and their family carers will benefit from contact with a workforce better equipped to understand their needs.</p> <p>Education, Health and Care plans will reflect the needs and aspirations of young people with autism benefitting families and young people with autism</p> <p>Accurate data about the needs and numbers of children and adults with Autism. Data will benefit those who plan and develop services leading to better service provision for people with autism and their families</p>										
4	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p> <table border="1"> <thead> <tr> <th></th><th>Yes</th><th>No</th><th>How?</th></tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination,</td><td>X</td><td></td><td>Improving services for people with Autism, and promoting understanding of</td></tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination,	X		Improving services for people with Autism, and promoting understanding of
	Yes	No	How?								
Eliminate unlawful discrimination,	X		Improving services for people with Autism, and promoting understanding of								

	harassment and victimisation			the condition among practitioners and the wider population will assist in meeting this requirement.
	Advance equality of opportunity between different groups	X		By focussing on the needs of specific groups, LCC can ensure that the necessary expertise is developed to ensure that no-one is disadvantaged by way of their specific health condition.
	Foster good relations between different groups		X	

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;	X (see under 5c))	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	X As above	
	c) potential barriers they may face <i>There have been a number of consultations, most recently in 2014 to establish the content of the LLR revised strategy and action plan. Regular involvement is sought from a group which provides support to people with autism and their families.</i> <i>Adults with Autism highlighted the following concerns that formed the basis of the strategy.</i> <ul style="list-style-type: none"> <i>Lack of understanding about Autism across the population and services</i> <i>Lack of employment opportunities</i> <i>Inconsistent approach to Community Care Assessments and subsequent support</i> 		

	<ul style="list-style-type: none"> <i>Lack of Diagnostics Services across the Country</i> 		
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	X	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	X	
8.	*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.		

Section 2			
B: Monitoring Impact			
9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	X(see below 9b))	
	b) enable open feedback and suggestions from different communities	X As above	
	<p><i>The Autism strategy group meets bi monthly and monitors progress, in addition the Public Health Observatory, at the direction of ADASS and NHS England undertake a Joint Health and Social Care self - assessment on Autism. Each area is required to complete an annual return.</i></p> <p><i>Assessments conducted in 2013 and 2014 indicate;</i></p> <ul style="list-style-type: none"> <i>The need to demonstrate more progress in the identification and recording of children and adults with Autism.</i> <i>Actions on the needs of older people, women and BME communities need to be incorporated into the LLR Autism Action plan</i> <i>There are robust training arrangements in place</i> <i>There are sufficient measures in place to support people with Autism into Employment</i> <i>There needs to be a coordinated approach to the development of housing for people with Autism with District Councils</i> 		

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2
C: Potential Impact

10.

Use the table below to specify if any individuals or community groups who identify with any of the [‘protected characteristics’](#) may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.

	Yes	No	Comments
Age	X		Diagnosis is available irrespective of age. Recording of diagnosis and primary or secondary need is different between children and adults services. Children’s services currently record a child as a disabled child with no differential between reason(s) for disability. Adult Services have the ability to record the specific diagnosis.
Disability			Adults with autism are recorded with either a primary or secondary need of either Learning Disability or Mental Health on IAS. Recording of diagnosis is not yet consistent. Workers are able to record on IAS the diagnosis and there is the potential to create a “hot button” to encourage workers to record appropriately.
Gender Reassignment			Access to services are not restrictive
Marriage and Civil Partnership			Access to services are not restrictive
Pregnancy and Maternity			Access to services are not restrictive
Race			The self assessment has identified the need to ensure that the needs of BME communities are considered This will be included the Autism strategy Action plan. A GP pilot programme has increased the knowledge of need of people from different BME communities. It is not clear what impact this has had on identifying need, as the GP pilot was not specifically designed to return this data.
Religion or Belief			As above

	Sex			The self assessment has identified the need to ensure that the needs of women are considered. Local data is not currently available on the diagnosis rates of women. National policy indicates this group is under represented in autism service planning due to misconceptions about Autism being a “male only” condition
	Sexual Orientation			Access to services are not restrictive
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities			The Strategy will impact on carers. In addition the LLR Carers strategy is being revised. The Autism strategy specifically includes outcomes for carers including families getting help and support when they need it. The Care Act 2014 gives carers the right to a Community Care assessment regardless of the intensity of care offered.
	Community Cohesion			The Autism Awareness Training is available to any organisation or individual in Leicestershire to improve understanding and awareness of autism. Approximately 50% of staff carrying out statutory assessments attended the specialist autism training. In addition, LCC commissioned a course of the “assessment of need for adults with an autistic spectrum condition”. This was attended by 41 staff in 2014; 60 places have been commissioned for 2015.

11.

Are the human rights of individuals potentially affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? **(Please tick)**

Explain why you consider that any particular [article in the Human Rights Act](#) may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]

	Yes	No	Comments
Part 1: The Convention- Rights and Freedoms			
Article 2: Right to life		X	
Article 3: Right not to be tortured or treated in an inhuman or	X		The aims outlined in the strategy have an overall purpose of promoting dignity and

	degrading way			inclusion for people with Autism, and a better understanding of the condition in the wider population, all of which will contribute towards protecting Article 3 rights.
	Article 4: Right not to be subjected to slavery/ forced labour		X	
	Article 5: Right to liberty and security		X	
	Article 6: Right to a fair trial	X		Service users in all groups can expect to be informed of their rights in relation to complaints procedures.
	Article 7: No punishment without law		X	
	Article 8: Right to respect for private and family life	X		The rights contained in Article 8 are central to all Social Care provision. Service users have a right to expect the same standards of care regardless of the nature of their needs.
	Article 9: Right to freedom of thought, conscience and religion		X	
	Article 10: Right to freedom of expression		X	
	Article 11: Right to freedom of assembly and association		X	
	Article 12: Right to marry		X	
	Article 14: Right not to be discriminated against		X	
	Part 2: The First Protocol			
	Article 1: Protection of property/ peaceful enjoyment		X	
	Article 2: Right to education		X	
	Article 3: Right to free elections		X	
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that: a) this policy could have a different affect or adverse impact on any section of the community; b) any section of the community may face barriers in benefiting from the proposal	Yes		
		No		
		Unknown		
			X	
			X	
13.	Based on the answers to the questions above, what is the likely impact of this policy			

	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website.

Section 4 A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening ☒

Equality and Human Rights Assessment Report ☐

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair):

Date:22/04/2015



