

Name of proposal/policy	Northamptonshire All Age Autism Strategy	Budget number (if applicable)	N/A
Service area responsible	Adult Social Services and Children First, Northamptonshire	Cabinet meeting date	13/11/2018
Name of completing officer	Bob Fletcher	Date EqIA created	13/08/2018
Approved by Director / Assistant Director	Anna Earnshaw	Date of approval	Final – 05/11/2018

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘Due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

- Current service provision not aligned to a co produced strategy
- Joint working is 'silo' based and beneficial partnerships with stakeholders remain limited
- Delivery fragmented across statutory and voluntary services

Description of proposal under consideration/development

All age, localised, strategy that meets the vision and requirements of national legislation and guidance by :

- i. Raising Awareness and Understanding regarding the complexity of Autism;
- ii. Providing effective, quality assured Pre and Post Diagnosis support;
- iii. Enhancing education, employment, accommodation, social, and leisure opportunities;
- iv. Promoting seamless progression throughout periods of transition; and
- v. Providing effective and enabling care and support.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
Statistical evidence gleaned from current NCC data	In terms of adults formally diagnosed with autism in the form of Asperger's Syndrome, NASS data for 2017/18 shows a 6.5% increase in customers (rising from 74 to 79) with costs up by 19%. When factoring in those adults with 'complex' autism (co-occurring diagnosis of Learning Disability, Physical Disability, Conduct Disorders etc.), the total number of adults receiving a service from NCC is 374. Northamptonshire Healthcare NHS Foundation Trust (NHFT) provides support via a specialist ADHD/Aspergers team (separate child and adult provision). Throughout 2017 the team received 1079 referrals. Of these, 50% (539) related solely to autism (including Asperger's and generalised ASD) whilst 103 of the referrals related to co-occurring ASD and ADHD. Of the 539, 61% (327) requested a diagnostic assessment.

Data analysis suggests that 55% (180) of the total seeking assessment will complete the process. However, over 90% (175) of those completing assessment will receive a formal diagnosis.

POPPI and PANSI data and analysis

In order to highlight discrepancies related to localised recording of autism, it is worth noting that, according to the national dataset, it is estimated that Northamptonshire would have the following across the county:

- Under 18's (forecast) diagnosed ASD: 1680
- 18 – 64's (forecast) diagnosed ASD: 4357
- Over 65's (forecast) diagnosed ASD: 1243

Total number of people with ASD in Northamptonshire forecast as **7280**

JSNA

Based on a local population of 733,128 (2016 data), it is possible to estimate that 9,530 children, young people, and adults live with autism. If we include families and carers, autism is part of daily life for 11,912 people in Northamptonshire.

Autistic children by Team:

NCC Team	Child in Need (CIN)	Child Protection Plan	Looked after Child (LAC)	Total
Disabled Children's Team	84	6	18	108
LAC/Leaving Care Teams	8	0	19	27
Safeguarding Teams	25	10	10	45
Total	117	16	47	180

Most recent SEND data (2017) identifies 1404 autistic children.
The table below details the geographic spread:

District	ASD
Corby	115
Daventry	138
East Northamptonshire	132
Kettering	161
Northampton	577
Out of county postcode	17
South Northamptonshire	146
Wellingborough	118
Total	1404

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex	x			
Gender Reassignment			x	
Age	x			
Disability	x			
Race & Ethnicity	x			
Sexual Orientation			x	
Religion or Belief (or No Belief)	x			
Pregnancy & Maternity			x	
Human Rights (Please see articles in toolkit)	x			
Other Groups (rural isolation, socio-economic exclusion etc)	x			

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>Northamptonshire's All Age Autism Strategy is the result of a joint strategic initiative involving the following statutory partnerships:</p> <ul style="list-style-type: none"> • Adult Social Services • Children First, Northamptonshire • Nene and Corby Clinical Commissioning Groups • Northamptonshire Healthcare NHS Foundation Trust <p>A number of focus groups and work streams resulted in formulation of the strategy. Co-produced with involvement and engagement from a broad range of contributors, a number of whom are autism experts by virtue of lived experience, the Strategy represents a milestone for autistic individuals throughout Northamptonshire.</p> <p>All those involved remain at the centre of Northamptonshire's ambition to improve the lifelong journey of autistic individuals</p>	<p>Alogside ongoing work highlighted in the Action Plan, priorities and recommendations contained within the strategy will address diagnosis identified inequalities.</p>

<p>and their families. All are passionate regarding the case for change. The embedded Action Plan should be used as a measure of success.</p> <p>Specific focus has been placed on diagnosis imbalance relating to females and individuals from Black and Minority Ethnic communities.</p>	
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Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

8 week public consultation

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
<ul style="list-style-type: none"> • The majority of the total respondents found the strategy easy to understand but fewer respondents who identified as autistic found it easy (85% versus 72.7). • Of the additional 45 general comments there were 23 positive remarks about the style, for example, Plain English, easy read, clarity and video. • The majority of respondents agreed with the vision in the strategy. Key theme is that the vision is good or valid but it is hard to see how it will be made a reality. Some pointed to current financial difficulties making it unrealistic especially as they believe some of the implementation will come at a cost • There is overall agreement for all 5 priorities - all priorities received a very high level of agreement (either agree or really agree) – ranging between about 85 to 95% • all but one of the comments by people who identified as autistic reinforced how important it is to raise awareness of 	<p>Amendments required to the strategy, prior to adoption, in order fully reflect the consultation feedback</p>

autism and this related to a range of groups including professionals, communities and society as a whole.

- people identifying as autistic referred to the significant wait for a response or lack of any sort of support even after a diagnosis. A small number of respondents suggested this should be the number one priority and mentioned the negative impact on the individual and their family, partly because of the need to 'fight' for support.
- there was a focus on the need for educational support in order to transition into employment and /or to make the best use of life chances and increase social confidence. Respondents indicated that autistic people had much to offer in the workplace and others suggested that early and long term personal plans are key to success.
- Consultation responses and feedback will be used to inform and shape the final version of the strategy

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

Northamptonshire All Age Autism strategy will address inequalities. Outcomes embedded within the action plan will be continuously monitored and corrective measures taken if required.