



Equality Impact Assessment Toolkit (April 2014)

Section 1: Your details

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Head of Section: Jacqui Evans

Chief Officer: Graham Hodkinson

Directorate: Families and Wellbeing, Adult Social Services

Date: 8th October 2014

Section 2: What Council proposal is being assessed?

Wirral's Adult Autism Strategy for Adults 2015 - 2018

With the publication of the Autism Act 2009, there has been an expectation that all Local Authorities will have a local Autism Strategy. Wirral is now seeking to put this in place as soon as possible, as agreed with partners and stakeholders.

This EIA will address any impact the agreed changes may have on staff, the people who use services, the parents and carers of these people and the wider community.

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes

If 'yes' please state which meeting and what date

Cabinet Support Meeting with Leaded Member 09.12.15

Please select hyperlink to where your EIA is/will be published on the Council's website

Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

<http://bit.ly/famwellEIA>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Services

The workforce

Communities

Other (please state eg: Partners, Private Sector, Voluntary & Community Sector) CCG and all health providers, other Council Departments, social care providers, Private Sector, Voluntary & Community Sector, Police, Employment, public transport, members of the local community

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Staff	<p>Positive impact: There will be a comprehensive training programme designed for all staff who may come into contact with adults with autism, this will include:</p> <ul style="list-style-type: none">• Improved autism awareness training for all frontline public service staff, in line with the needs of their job• Develop specialist training for staff in health and social care <p>Negative impact: Potential increase in the number of adults requesting a social care assessment will impact on the capacity of staff</p>	Staff working with adults with autism have been involved in the consultation sessions to develop the strategy	Autism Lead/Organisational Development	Ongoing	

<p>People who use services</p>	<p>Positive impact: The strategy is for all adults in Wirral who have autism; this includes adults who are not currently in receipt of health or social care services.</p> <p>Improve the access to current services and the development of new services. This will include:</p> <ul style="list-style-type: none"> • Involvement in the development and delivery of appropriate training for staff • Improved post-diagnostic support, with access to a social care assessment for those who want one • Support to obtain and maintain employment/volunteering opportunities • Joint working with all partners to improve the lives of adults with autism • Assessments that are completed by experienced and trained members of staff • Staff who are experienced and knowledgeable about autism • Improved support for adults with autism who do not meet the social care criteria • Improved access to services, eg health <p>Negative impact: Potential increase in the number of adults requesting a social care assessment and requiring support, will impact on the limited resources that are available to improve the services</p>	<p>Consultation events have taken place to ensure that people who use services are involved in the development of the strategy.</p>	<p>Autism Lead/Autism Partnership Board/Social care and health commissioners</p>	<p>Ongoing</p>	
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Parents/Carers	<p>Positive impact: Carers will know that the staff who are completing the assessments on the people that they care for are skilled and experienced to complete the assessments.</p> <p>Carers will receive the appropriate information and support.</p> <p>Negative impact: None identified</p>	Consultation events have taken place to ensure that the carers of people who use services are involved in the development of the strategy.	Autism Lead	Ongoing	
The local community	<p>Positive impact: The opportunity for the community to develop their understanding and awareness of autism.</p> <p>Negative impact: None identified</p>		Autism Lead	Ongoing	
Race	The strategy is for all people with autism regardless of their race. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	
Gender	The strategy is for all people with autism regardless of their gender. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	
Age	The strategy is for all people with autism over the age of 18 with autism. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	

Gender Reassignment	The strategy is for all people with autism regardless of their gender including gender reassignment. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	
Religion and Belief	The strategy is for all people with autism regardless of their religion and belief. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	
Sexual Orientation	The strategy is for all people with autism regardless of their sexual orientation. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	
Marriage and civil partnership	The strategy is for all people with autism regardless of their marital status. Potential for positive impacts if more people are offered services.		Autism Lead	Ongoing	

Section 4a: Where and how will the above actions be monitored?

The Autism Strategy will be implemented and monitored by the Autism Partnership Board. Further monitoring of the services that are commissioned based on this strategy will be carried out by the Quality Assurance Team. KPIs will be established for the services commissioned and monitored by the commissioners and contract team.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

Autism Act 2009
The National Strategy: Fulfilling and Rewarding Lives 2010
Think Autism: Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update 2014
Statutory Guidance for Local Authorities and NHS organisations 2015

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 8.
If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Formal consultation and feedback meetings with all stakeholders have taken place.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published**
(section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**