

Equality Impact Assessment

Part A

Initial Impact Assessment

Proposal name

All Age Autism Strategy

Brief aim(s) of the proposal and the outcome(s) you want to achieve

This strategy has been developed through the Autism Partnership Board and is based on feedback received from autistic children, young people, adults and family carers on what our priorities need to be in order to make Sheffield an Autism friendly city.

It describes how we will work collaboratively with people with lived experience, their families and carers, our partners and stakeholders to address the inequalities faced by people with autism, their families and carers.

This strategy sets out our ambition for a cultural shift so that community and service settings are understanding and welcoming for autistic children, young people and adults.

It focuses on 6 key themes, which match the National Autism Strategy 2021-26:

1. Helping people to understand autism
2. Helping autistic children and young people at school and into adulthood
3. Helping autistic people to find jobs
4. Making health and care services equal for autistic people
5. Making sure autistic people get the right health and social care help in their communities
6. Help for autistic people in the justice system

This EIA will be developed, reviewed and updated to inform the ongoing development of the strategy itself.

Proposal type

Budget non-Budget

If Budget, is it Entered on Q Tier?

Yes No

If yes what is the Q Tier reference

Year of proposal (s)

21/22 23/23 23/24 24/25 other

Decision Type

- Coop Exec
 Committee (e.g. Health Committee)
 Leader
 Individual Coop Exec Member
 Executive Director/Director
 Officer Decisions (Non-Key)

- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

George Lindars-Hammond

Lead Director for Proposal

Alexis Chappell

Person filling in this EIA form

Christine Anderson

EIA start date

06/01/2023

Equality Lead Officer

- Adele Robinson
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn
- Richard Bartlett

Lead Equality Objective ([see for detail](#))

<input checked="" type="radio"/> Understanding Communities	<input type="radio"/> Workforce Diversity	<input type="radio"/> Leading the city in celebrating & promoting inclusion	<input checked="" type="radio"/> Break the cycle and improve life chances
--	---	---	---

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

- Yes
- No

Please specify

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes
- No

If consultation is not required please state why

Extensive consultation to complete the Autism Strategy has considered equality of opportunity and acknowledged the needs of autistic people from seldom heard communities. This also included learning from previous local consultation and engagement from the past 5 years; and identifying gaps in order to focus on groups that were less represented in previous work such as Black, Asian and minoritised Ethnic (B.A.M.E.), LGBT+ and older people, parents, those with other long-term conditions and non-speaking people.

Are Staff who may be affected by these proposals aware of them

- Yes
 No

Are Customers who may be affected by these proposals aware of them

- Yes
 No

If you have said no to either please say why

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input type="radio"/> Partners
<input checked="" type="radio"/> Race	<input type="radio"/> Cohesion
<input checked="" type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input checked="" type="radio"/> Sexual Orientation	<input type="radio"/> Other

Cumulative Impact

Does the Proposal have a cumulative impact

Yes No

<input checked="" type="radio"/> Year on Year	<input checked="" type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

The outcomes of the Autism Strategy will be evaluated year on year and refreshed in 2026. Delivery of the Strategic Plan will have a cumulative impact across the autistic community.

Proposal has geographical impact across Sheffield

Yes No

If Yes, details of geographical impact across Sheffield

Local Area Committee Area(s) impacted

All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The strategy is expected to have a positive impact but will be monitored and measured against its themes. It aims to bring together partners across Sheffield in a more coordinated approach and to work with people with lived experience, their families and carers to help reduce significant inequalities relating to:

- life expectancy
- access to employment
- appropriate housing, and other areas

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Part B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

The proposal outlines strategic priorities that will continue to make universal services more accessible to autistic people, aiming to improve health & well-being & redress the current imbalance in health inequalities. Good quality health and social care services with staff trained in autism and with the correct reasonable adjustments will have a positive outcome for both autistic people and staff.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

**Name of Health
Lead Officer**

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The strategy is for children as well as adults. It is widely acknowledged that older people have been overlooked as part of the autistic community and may only have recent diagnosis. The proposal outlines strategic priorities that will continue to make universal services more accessible to autistic people, aiming to improve health & well-being & redress the current imbalance in health inequalities. Good quality health and social care services with staff trained in autism and with the correct reasonable adjustments will have a positive outcome for autistic people of all ages.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Autism is a disability and there are well-documented co-morbidities that can further disable an individual in society. The proposal outlines strategic priorities that will continue to make universal services more accessible to autistic people, aiming to improve health & well-being & redress the current imbalance in health inequalities. Good quality health and social care services with staff trained in autism and with the correct reasonable adjustments will have a positive outcome for autistic people of all ages. The strategy also focuses on the wider social determinants of health and well-being to improve accessibility in different aspects of people's lives e.g. housing, Transport, the criminal justice system.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to benefit autistic people whatever their individual circumstances.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The strategy aims to involve and listen to autistic people from the seldom heard communities to better reflect the diversity of the city and tackle inequalities in social care provision.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The strategy aims to involve and listen to autistic people from the seldom heard communities to better reflect the diversity of the city and tackle inequalities in social care provision.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to benefit autistic people whatever their individual circumstances, values, beliefs and life choices.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to benefit autistic people whatever their individual circumstances, values, beliefs and life choices. The strategy aims to involve and listen to autistic people from the seldom heard communities, including the LGBT+ community, to better reflect the diversity of the city and tackle inequalities in social care provision.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to benefit autistic people whatever their individual circumstances, values, beliefs and life choices. The strategy aims to involve and listen to autistic people from the seldom heard communities, including the LGBT+ community, to better reflect the diversity of the city and tackle inequalities in social care provision.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carers will benefit directly from the improvement to support on offer and the increased autism awareness universally. They will also benefit indirectly in the knowledge that their relative's life chances have improved as a result of the strategic priorities.

Voluntary, Community & Faith sectors

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to benefit autistic people whatever their individual circumstances, values, beliefs and life choices. The strategy aims to involve and listen to autistic people from the seldom heard communities, and will continue to engage with the VCF sector, to better reflect the diversity of the city and tackle inequalities in social care provision.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The strategy will affect partner organisation connected to the Autism Board (e.g. NHS) and others who may be more involved in the availability support or universal services (e.g. employment). Impacts and opportunities will be identified as the strategy develops.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

If successful, it is hoped the strategy may contribute to improved community understanding and awareness of autism.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

The strategy aims to have a positive impact on financial wellbeing, in the aspiration towards more employment opportunities and, more generally, in any measures that promote social inclusion and access to sources of support and advice.

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or disproportionate impacts have been identified.

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

- Autism Partnership Board and sub groups to reflect sections of autistic community who are under represented e.g. young people, members of the B.A.M.E. community
- Outreach activities to seldom heard sections of the community to build understanding and trust
- Promotion of new and existing opportunities to all the community
- Measurement of outcomes against EIA

Supporting Evidence (Please detail all your evidence used to support the EIA)

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Review Date