Surrey's All Age Autism Strategy

Did you use the EIA Screening Tool?

No

1. Explaining the matter being assessed

Is this a:

- A new strategy or policy

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

Partners across Surrey County Council (SCC) and Health have embarked on a project to develop Surrey's All Age Autism Strategy with a 5-year implementation plan from September 2021. Surrey currently has an Autism Strategy for adults in line with the Autism Act 2009 legislation, however, the Department of Health and Social Care have announced that the next version of the national autism strategy in 2021 will also cover children. This is a welcome change - closer joint working between Children's, Adults' services and Health will help reduce expensive and sometimes inappropriate placements, and unnecessary crisis response. It has been agreed to create a joint, all age strategy to reflect the whole life journey.

Surrey's ambition is to achieve an autism friendly approach across the county in education, health, social care, work and community settings. The strategy will help promote a cultural shift and provide a more understanding and accepting environment when responding to autistic children, young people or adults.

This document outlines the EIA of Surrey's All Age Autism strategy which has been brought together by autistic people and family carers, together with professionals from across Surrey's health and social care system. The strategy sets out priorities based on the outcomes of a wider consultation in 2020:

- Awareness and understanding of autism in services and the wider community /Information and navigation to live a fulfilling and active life
- Education and preparation for adulthood
- Health and social care support
- Housing and independent living
- Employment

The following stakeholders in Surrey will be positively impacted by the launch of the new All Age Autism Strategy:

(1) Autistic children, young people and adults
(2) Families and carers of autistic people
(3) Staff across Adult Social Care (ASC) and Children, Families and Lifelong Learning (CFL) directorates within Surrey County Council, including schools and Education
(4) Staff across the Health sector: primary and community, to include NHS hospital settings, GPs, SABP teams, SABP Mental Health services, etc.

(5) Front line and public-facing teams within SCC – the Contact Centre, staff at reception desks across SCC buildings, libraries and cultural services
(6) Staff at statutory services such as districts and boroughs, Surrey Police, the forensic system
(7) Staff across the independent sector (private and voluntary) commissioned by SCC and the NHS to provide support to autistic children, young people and adults
(8) Staff employed in the wider community settings, to include gyms, shops, the voluntary sector
(9) Staff across all sectors who will be implementing reasonable adjustments to employment processes to improve access for autistic people
(10) The wider public

Evidence in support of the strategy has been gathered from a variety of sources including:

- Joint Strategic Needs Assessment (JSNA) Learning Disabilities and Carers chapters
- Liquid Logic Adults System (LAS) and Liquid Logic Children's System (LCS) databases, these are ASC and CFL case management systems
- Surrey Autism Partnership Board and Surrey Learning Disability Partnership Board
- Reports and guidance published by other professional bodies such as NHS England and the Care Quality Commission
- 2021 POPPI (Projecting Older People Population Information UK) and PANSI (Projecting Adult Needs and Service Information) projections for Surrey
- UK Parliament Postnote #612 (January 2020)

The development of Surrey's All age Autism Strategy and its implementation plan has been achieved through co-production, a "*Nothing about us without us*" approach, involving autistic young people and adults and family carers at every stage. The proposed five strategic priorities are based on the outcomes of a consultation which received 1,165 detailed responses: 109 autistic people, 756 family members, carers or partners of autistic people, 237 professionals, 63 others. We have confirmed that proposed priorities and themes resonate with autistic people, families, carers and professionals through a series of workshops in December 2020.

How does your service proposal support the outcomes in the Community Vision for Surrey 2030?

Surrey's Community Vision 2030 aims to make Surrey a place that offers opportunities for people to live healthy and fulfilling lives, actively contribute to their local communities, and where no-one is left behind. These opportunities should extend to all autistic children, young people and adults in Surrey. All partner organisations involved in developing and delivering Surrey's new All Age Autism Strategy are fully committed to achieving the following ambitions:

Ambitions for people

- Children and young people feel safe and confident.
- Everyone benefits from education, skills and employment opportunities.
- Everyone lives healthy, active and fulfilling lives.
- Everyone gets the health and social care support and information they need.
- Communities are welcoming and supportive.

Ambitions for Place

- Residents live in clean, safe and green communities.
- Journeys across the county are easier, more predictable and safer.
- Everyone has a place they can call home, with appropriate housing for all.

- Businesses in Surrey thrive.
- Well-connected communities

Are there any specific geographies in Surrey where this will make an impact?

- County-wide

Assessment team

- Borislava Severova-Millard, Surrey County Council, Project management
- Thomas Moore, Surrey County Council, Autism strategy lead ASC
- Carol Savedra, Surrey County Council, Autism strategy commissioning lead CFL
- Susan Harris, Surrey County Council, Autism strategy lead CFL
- Kathryn Fisher, Surrey Heartlands Health & Care Partnership CCG, Autism lead Health

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Surrey's population in 2021 is projected to be 1.23 million and our best approximation of its autistic population is 12,300 people, made up of:

- 3,200 children aged 17 and under
- 900 young people aged 18-24 (PANSI 2021 projections for Surrey)
- 8,200 people aged 25 and over (PANSI and POPPI 2021 projections for Surrey)

Children and Young People with Autism in Surrey

Recent UK estimates suggest that the diagnosis of autism in children is around 1.6%.
The total number of Education, Health and Care Plans (EHCPs) for young people up to the age of 25 in 2020 was 10,762 of which 3,653 or 34% with primary need of autism as follows:

- Male – 2,958 or 81% of all plans with primary need of autism
- Female – 695 or 19% of the total number of plans with primary need of autism

Adult Population / People 18 and Over in Surrey

National data for Surrey (poppi.org.uk and pansi.org.uk) shows the number of people aged 18 and over with autistic spectrum disorders in 2021 is about 9,100. A summary of recent research shows that autism is about three times more common in men than women.

20% of Surrey's predicted adult autistic population (1,834 people) are in receipt of a service from Adult Social Care (ASC), and a third of these are women.

Researchers have suggested that autism may be under-diagnosed in adults (UK Parliament Postnote #612, January 2020).

They may be impacted in a positive or negative way

(1) Greater inclusion of autistic children, young people and adults; autistic people of all ages feel listened to and empowered

(2) Autistic children, young people and adults of all ages benefit from improved health and wellbeing, and are able to live a fulfilling life irrespective of their age
(3) Autistic children, young people and adults of all ages know where to find relevant information and are able to navigate the system
(4) Inclusive educational provision which enables autistic children and young people to be taught within their local community, whether or not they have an EHCP
(5) Autistic people of all ages have better access to housing and employment opportunities
(6) Earlier diagnosis and subsequently better outcomes for autistic children, young people and adults in Surrey

This is based on

Autism Strategy in Surrey with specific actions and recommendations across the system aimed at improving outcomes for autistic people of all ages (including children, young people, adults and older people). This includes:

- Awareness of autism and training across organisations from the public, independent and the voluntary sector, as well as the wider community
- Society understands autism and responds adequately and inclusively
- Autistic people are supported to understand what autism means for them, their strengths and skills so that they can live fulfilling lives
- Improved capacity and timeliness of assessment and diagnosis; positive impact on older people with autism by targeting earlier diagnosis and improved outcomes later in life
- Timely and appropriate referral process, co-ordinated and graduated support based on individual circumstances and strengths
- Accessible information and advice in relation to available support for health, education, social care, housing, employment and support with navigation through the system
- Reasonable adjustments in mainstream services to respond adequately and inclusively to autistic people
- Addressing health inequalities, including Surrey's Covid-19 response to include autistic people
- Availability of services locally
- Improved Mental Health pathway and provision
- Preparation for adulthood - learning skills for independence including travel training & expectation of employment / taking on positive roles.
- Employment – raising awareness, training and best practice guide for employers

Describe here suggested mitigations to inform the actions needed to reduce inequalities

- Options and recommendations, together with a detailed plan for implementation within each strategic priority developed by July 2021
- Specific work around availability of services for older autistic people addressing gaps
- Information about where to find advice, signposting and support across education, health, social care and the community is accessible to all autistic people
- Information to support reasonable adjustments in services
- Accessibility in relation to autism is built into service specs and requirements and is considered in new buildings design and layout

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

SCC and Health partners have embarked on a number of initiatives that are expected to have a positive impact on autistic people in Surrey and will complement the outcomes of the All Age Autism Strategy:

- SCC in-house Equality & Diversity training to include autism (EDI training needs currently being scoped by HR Department)
- SCC in-house Disability Awareness training for Line Managers to include Autism
- Recommendations to Property department in relation to sensory accessibility of SCC offices and training of front-line staff at reception desks

- ASC Learning Disabilities & Autism Transformation Programme
- Adults' LD&A Programme Board work
- ASC Accommodation with Care & Support
- ASC Mental Health Transformation Programme
- ASC Front Door Transformation Programme
- ASC Market Management Programme
- SCC Carers Strategy
- Preparation for Adulthood Programme across Adult Social Care and Children, Families, Lifelong Learning and Culture
- SEND Transformation Programme, SEND Sufficiency Plan
- CFL Closer to Home initiative
- CFL Inclusion Strategy
- Early Years Strategy
- Children and Young People Emotional Wellbeing and Mental Health Alliance
- SABP Pathways, Crisis Support Priority
- NHS England 3-Year LD&A Delivery Plan
- NHS Improvement Regional Autism Strategy
- National Autism Strategy.

Any negative impacts that cannot be mitigated?

None identified.

Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

"Autism is a lifelong developmental disability which affects how people communicate and interact with the world. One in 100 people are on the autism spectrum and there are around 700,000 autistic adults and children in the UK. Autism is a spectrum condition and affects people in different ways. Like all people, autistic people have their own strengths and weaknesses." (advice-and-guidance - what-is-autism) .

Autism frequently co-occurs with other conditions, including mental health conditions, learning disability, and epilepsy. The National Institute for Health and Care Excellence (NICE) estimates that around 70% of autistic people have an additional condition, which is "often unrecognised". The main conditions that co-occur more frequently in autistic people compared with the general population include:

- Mental health conditions. Research suggests that 70% of autistic people have a mental health condition, and that 40% have two or more. Autistic people are up to four times more likely to have anxiety, and twice as likely to have depression. Research has shown that autistic people are more vulnerable to negative life experiences, which may also impact mental health. Compared to the general population, autistic people report having a lower quality of life.
- Neurodevelopmental conditions. These are caused by differences in early brain development, and affect the way that a person processes information, thinks, or learns. Autism is one such condition, and it is common for autistic people to have other

neurodevelopmental conditions. These include general learning disabilities (affecting between 15% and 30% of autistic people), specific learning difficulties (such as dyslexia and attention-deficit hyper-activity disorder), and other conditions such as epilepsy. Delays in language development are common in autism, and up to 30% of autistic people are non-speaking (completely, temporarily, or in certain contexts).

They may be impacted in a positive or negative way

(7) Improved access to Mental Health services of adults and children with dual diagnosis / co-occurring conditions (eg autism and Mental Health).
(8) The strategy should result in public buildings being more accessible for people with autism.

This is based on

Recommendations and measures within strategic priorities aim to achieve:

- Delivery of autism training to upskill the workforce
- Reasonable adjustments in universal Mental Health services
- Review of mental health pathways
- Autism accessibility of mental health in-patient settings
- Autism accessibility of different settings eg best practice guides

Describe here suggested mitigations to inform the actions needed to reduce inequalities

- Design and deliver a robust training programme to relevant teams to ensure autistic people are cared for.
- Universal services make reasonable adjustments to improve accessibility for autistic children and adults and adjusted pathways depending on the primary need.
- Develop clear integrated dual diagnosis and post-diagnosis pathways for autistic people with Mental Health needs
- Ensure Autism is included within Surrey's Suicide Prevention agenda (adults and children)
- Review autism accessibility within in-patient / hospital provision
- Develop sensory aware environments to enable autistic people to receive assessment and treatment in sensory aware spaces

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Gender Reassignment

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Research data suggests that being transgender is more common in autistic people than in the general population, and the consultation responses for this strategy support this. Researchers have suggested that autism may be under-diagnosed in gender-fluid people (UK Parliament Postnote #612, January 2020).

They may be impacted in a positive or negative way

(9) Better understanding of autism and reasonable adjustments will facilitate better service responses for transgender autistic people.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Awareness raising and training to address autism and gender / transgender issues.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Pregnancy and Maternity

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Research has suggested that autism may be under-diagnosed in women (UK Parliament Postnote #612, January 2020).

They may be impacted in a positive or negative way

(10) More accessible health services for autistic women throughout pregnancy and maternity.

(11) More awareness amongst staff will support the inclusion of autistic fathers in support around pregnancy and maternity.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Awareness raising and training to address autism in women, and to include training for staff in maternity services.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Race

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Research has suggested that autism may be under-diagnosed in people of ethnic minorities (UK Parliament Postnote #612, January 2020).

They may be impacted in a positive or negative way

(12) More accessible services for autistic people from ethnic minorities Greater inclusion of autistic children, young people and adults; autistic people of all ages feel listened to and empowered.

This is based on

Establish dialogue with groups representing people from ethnic minorities to identify actions and recommendations for Autism Strategy implementation.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Awareness raising and training to address autism and race / cultural issues.
Record and analyse data to inform reasonable adjustments to services.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Religion or Belief

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

No data available.

They may be impacted in a positive or negative way

(13) More accessible services for autistic children, young people and adults of various religions or beliefs (or lack of).

This is based on

Develop support options to ensure greater inclusion.
Working with faith & cultural organisations around awareness raising.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Better understanding of autism and reasonable adjustments in services will support autistic people's expression of their beliefs.
Record and analyse data to inform reasonable adjustments to services.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Sex

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Autism in women and girls can present differently from the way it is seen in boys and men. As understanding of autism has improved, the proportion of women recognised has increased. In 1995, a large study found an 8:1 ratio of boys and men to girls and women. Currently autism is thought to be three times more common in men than women. This ratio may change further as understanding of the way autism presents in women and girls improves. It is not clear to what extent the differences found are an artefact of the diagnostic process or reflect a real difference. Research has suggested that autism may be under-diagnosed in females, gender-fluid and non-binary people (UK Parliament Postnote #612, January 2020).

They may be impacted in a positive or negative way

(14) Support services reflect the specific needs of autistic women and girls.
(15) Implementation of the strategy will support the growing understanding of autism amongst women and girls.

This is based on

Options and recommendations in relation to understanding, recognising and responding appropriately to girls and women with autism.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Awareness raising and training to address the developing understanding of autism in women.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Sexual Orientation

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

No data available

They may be impacted in a positive or negative way

(16) More accessible services for autistic people of various sexual orientations.

This is based on

Develop support options to ensure greater inclusion.
Establish dialogue with LGBTQ+ groups to identify any actions and recommendations for Autism Strategy implementation.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Awareness raising and training to address autism and sexual orientation
Record and analyse data to inform reasonable adjustments to services.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None identified.

Any negative impacts that cannot be mitigated?

None identified.

Carers Protected by Association

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Of 1,834 autistic people open to Adult Social Care, 959 are identified as having a carer. Of these, 6 carers are identified as also being autistic (Source: ASC BI Team).

They may be impacted in a positive or negative way

(17) Family carers understand the strengths and needs of their autistic family member(s) and how to support them.
(18) Family carers understand the strengths and needs of their autistic family member(s) and how to support them.
(19) Carers' support services will take into account the specific needs of carers of autistic people.
(20) Greater inclusion and improved outcomes for carers who are autistic themselves.

This is based on

Autism training for family carers which is relevant and proportionate to the individual situation.
Information about support is accessible and available widely.
Carers' views and needs are reflected in the strategy and implementation plan.
Link to the Surrey Carers' Strategy.
Autism training programme across the system.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Develop options and approaches for an autism training offer for family carers.
Support options to ensure greater inclusion.
Ensure carers' services make reasonable adjustments to include carers of autistic people.
Ensure carers' services make reasonable adjustments to include autistic carers.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

- SCC in-house Equality & Diversity training to include autism
- SCC in-house Disability Awareness training for Line Managers to include Autism
- ASC Learning Disabilities & Autism Transformation Programme
- ASC Accommodation with Care & Support
- ASC Mental Health Transformation Programme
- ASC Front Door Transformation Programme
- ASC Market Management Programme
- SCC Carers Strategy
- Preparation for Adulthood Programme across Adult Social Care and Children, Families and Lifelong Learning directorates
- SEND Transformation Programme, SEND Sufficiency Plan
- CFL Closer to Home initiative
- CFL Inclusion Strategy
- Early Years Strategy
- Children and Young People Emotional Wellbeing and Mental Health Alliance
- SABP Pathways, Crisis Support Priority
- NHS England 3-Year LD&A Delivery Plan

- NHS Improvement Regional Autism Strategy
- National Autism Strategy

Any negative impacts that cannot be mitigated?

None identified.

3. Staff

The following staff working across Surrey will be impacted by the introduction of the new All Age Autism Strategy:

- Staff across Adult Social Care and Children, Families, Lifelong Learning directorates within Surrey County Council (including schools & Education)
- Staff across the Health sector (primary and community, to include NHS hospital settings, GPs, SABP teams, SABP Mental Health services, etc)
- Front line staff within Surrey County Council, eg staff at reception desks across SCC buildings, the Contact Centre, libraries and cultural services
- Staff at statutory services such as districts and boroughs, Surrey Police, the forensic system
- Staff across the independent sector (private and voluntary) commissioned by SCC and the NHS to provide support to autistic children, young people and adults
- Staff employed in the wider community settings, to include gyms, shops, VCF sector
- HR staff across all sectors who will be implementing reasonable adjustments to employment processes to improve access for autistic people.

Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion or Belief; Sex; Sexual Orientation; Marriage and Civil Partnership

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

No data available

They may be impacted in a positive or negative way

(21) Workforce of all ages, disabilities, gender, race, sex and religion across the independent, voluntary sector and wider community settings have awareness and understanding of autism.
(22) Professionals of all ages, disabilities, gender, race, sex and religion across Health, social care and education have the skills to recognise and respond appropriately to the needs of autistic people.
(23) Staff of all ages, disabilities, gender, race, sex and religion across the public sector in Surrey (including districts and boroughs, Surrey Police, the justice system, Youth Offenders and Forensic Services) are able to recognise the needs of autistic people, what support is required and make reasonable adjustments.
(24) Impacts for existing staff with autism, recruiting more people with autism so our workforce is more representative and inclusive.
(25) Increased awareness of the need to make reasonable adjustments for staff with autism.

This is based on

Better understanding of autism in health and social care teams and SCC Contact Centre. Improve understanding of autism in primary and acute health settings to enable reasonable adjustments to deliver better health care.

Work on culture change to avoid diagnostic overshadowing and ensure reasonable adjustments are made so that a diagnosis of autism does not act as a barrier to accessing mental health support.
Supporting schools and education provisions with reasonable adjustments.
Improve the ability of Mental Health services staff to recognise and respond appropriately to autistic people's needs and understand how to treat their Mental health and wellbeing better.
Develop options for autism training and awareness-raising to upskill the workforce across sectors and organisations in Surrey.
Reasonable adjustments in processes and services to ensure accessibility.
Build links between organisations to improve understanding of autism, and accessibility of schemes (including housing and employment).
Reasonable adjustments in processes and services to ensure accessibility.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

- Various levels of training depending on the role and nature of work
- Autism-Friendly Communities pilot and roll-out.
- Design and deliver a dynamic programme of training to upskill the workforce across health and social care teams and SCC Contact Centre; this will include understanding of how autism impacts on strengths-based work.
- Ensure that Mental Health services are fully engaged with Surrey's Transforming Care approach.
- Better understanding of autism in organisations.
- Reasonable adjustments to recruitments processes and job roles.
- Building autism accessibility into "Social Value" requirements when tendering and letting contracts.
- Ensure the importance of understanding autism is built into organisations' equalities training.
- Autism-Friendly Communities pilot and roll-out.
- Guidelines for employers using existing best practice guidance.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

- SCC in-house Equality & Diversity training to include Autism. HR&OD currently scoping EDI training needs.
- SCC in-house Disability Awareness training for Line Managers to include Autism.
- Recommendations to Property department in relation to sensory accessibility of SCC offices and training of front-line staff at reception desks

Any negative impacts that cannot be mitigated?

None identified.

Carers Protected by Association

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

No data available.

They may be impacted in a positive or negative way

(26) Staff with caring responsibilities for autistic people understand the strengths and needs of their autistic family member(s) and how to support them.
(27) Staff with caring responsibilities of autistic people will know how to access support, have an assessment of their own needs, and be able to live a fulfilling life.

This is based on

Autism training for family carers.
Information about support is accessible and available widely.
Carers' views and needs are reflected in the strategy and implementation plan.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Options and approaches for an autism training offer for staff who are family carers for autistic people.
Support options to ensure greater inclusion.

Implementation by when and who is responsible for this

Over the course of the 5-year strategy implementation.
SCC Children and Adult Services and NHS Children and Adult Services (there are named leads in the detailed strategy workstream implementation plans).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

SCC and Health partners have embarked on a number of initiatives that are expected to have a positive impact on staff working with autistic people in Surrey and will complement the outcomes of the All Age Autism Strategy:

- SCC in-house Equality & Diversity training to include autism
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- Recommendations to Property department in relation to sensory accessibility of SCC offices and training of front-line staff at reception desks
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- Adults' LD&A Programme Board work
- ASC Accommodation with Care & Support
- ASC Mental Health Transformation Programme
- ASC Front Door Transformation Programme

- ASC Market Management Programme
- SCC Carers Strategy
- Preparation for Adulthood Programme across Adult Social Care and Children, Families, Lifelong Learning and Culture
- SEND Transformation Programme, SEND Sufficiency Plan
- CFL Closer to Home initiative
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- Early Years Strategy
- Children and Young People Emotional Wellbeing and Mental Health Alliance
- SABP Pathways, Crisis Support Priority
- NHS England 3-Year LD&A Delivery Plan
- NHS Improvement Regional Autism Strategy
- National Autism Strategy

Any negative impacts that cannot be mitigated?

None identified.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Two: Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
    - Sufficient plans to stop or minimise the negative impact
    - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay).

Recommended outcome:
Outcome One: No major change to the policy/service/function required

Explanation:
This EIA has not identified any potential for discrimination or negative impact. The 5-year strategy implementation plan will take all opportunities to promote equality.

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.
Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
1		Please note - actions are embedded within the analysis in sections 3 and 4.				
2						
3						

6a. Version control

Version Number	Purpose/Change	Author	Date
Version 0.1	Initial Draft	Borislava Severova-Millard	22 June 2021
Version 0.2	Second draft following comments from project stakeholders across SCC and Health and ASC Directorate Equality, Diversity & Inclusion Group	Borislava Severova-Millard	23 July 2021
Version 0.3	Third draft following further comments from project stakeholders across SCC and Health	Borislava Severova-Millard	30 July 2021

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service Hayley Connor, Director Commissioning CFL Steve Hook, AD Disabilities ASC	12 August 2021
Executive Directors Simon White, ASC Rachael Wardell, CFL	20 August 2021
Cabinet Members ASC - Cllr Sinead Mooney CFL - Cllr Clare Curran	20 August 2021
ASC Directorate Equality Group	12 July 2021

6c. EIA Team

Name	Job Title	Organisation	Team Role
Borislava Severova-Millard	Project Officer Adult Social Care	Surrey County Council	Project management
Thomas Moore	Senior Commissioner Adult Social Care	Surrey County Council	Autism strategy lead ASC
Carol Savedra	Head of Commissioning SEND, Education & Early Years	Surrey County Council	Autism strategy commissioning lead CFL
Susan Harris	Principal Educational Psychologist and Autism Strategy Lead, CFL	Surrey County Council	Autism strategy lead CFL
Kathryn Fisher	Head of Integrated Learning Disability & Autism Commissioning	Surrey Heartlands Health & Care Partnership CCG	Autism lead Health

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