



# Community Impact Assessment – Checklist and Executive Summary

**Name of Proposal:** Staffordshire Autism Joint Implementation Plan 2020-2023

**Project Sponsor:** Dr Richard Harling, Director of Health & Care

**Project Manager:** Richard Deacon, Commissioning Manager, AAD & Mental Health

**Date:** 03/01/20

## Final Checklist

Prior to submitting your Community Impact Assessment (CIA), please ensure that the actions on the checklist below have been completed, to reassure yourself/ SLT/ Cabinet that the CIA process has been undertaken appropriately.

Checklist	Action Completed	Comments/Actions
The project supports the Council's Business Plan, priorities and MTFS.	✓	
It is clear what the decision is or what decision is being requested.	✓	Officers are presenting a draft Autism Joint Implementation Plan to Healthy Staffordshire Select Committee for comment/approval before going to Cabinet on the 18 <sup>th</sup> March 2020
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and <b>potential impacts are clearly identified and mitigated for</b> (where possible).	✓	
The <b>aims, objectives and outcomes</b> of the policy, service or project have been clearly identified.	✓	
The <b>groups</b> who will be affected by the policy, service or project have been clearly identified.	✓	
The <b>communities</b> that are likely to be more adversely impacted than others have been clearly identified.	✓	
Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.	✓	Engagement has been undertaken with providers, professionals and people with lived experience of Autism and this feedback has been used to inform the Plan.
A range of people with the appropriate knowledge and expertise have contributed to the CIA.	✓	The CIA has been informed by the content of the Plan, which has included the involvement of relevant individuals in its drafting
Appropriate evidence has been provided and used to inform the development and design of the policy, service or project. This includes data, research, engagement/consultation, case studies and local knowledge.	✓	
The CIA <b>evidences</b> how the Council has considered its statutory duties under the Equality Act 2010 and how it has considered the impacts of any change on people with protected characteristics.	✓	
The next steps to deliver the project have been identified.	✓	Approval by Cabinet in March 2020. There is an Implementation Plan and there are plans to establish an Autism Joint Implementation Group (including people with lived experience) to oversee it's delivery.

	<b>Which groups will be affected?</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>PSED</b>	Disability	The Plan is joint across the	Risk of complaint and	The Council held a range of

### **Executive Summary**

The Executive Summary is intended to be a collation of the key issues and findings from the CIA and other research undertaken. This should be completed after the CIA and research has been completed. Please structure the summary using the headings on the left that relate to the sections in the CIA template. Where no major impacts have been identified, please state N/A.

<p>What are the impacts on residents with a protected characteristic under the Equality Act 2010?  Highlight any concerns that have emerged as a result of the equality analysis on any of the protected groups and how these will be mitigated. It is important that Elected Members are fully aware of the equality duties so that they can make an informed decision, and this can be supported with robust evidence.</p>	<p>Age  Impact on SCC Staff</p>	<p>Council and CCGs and applies to people with Autism and people with Autism with additional Mental Health and/or Learning Disability needs so that meaningful and seamless pathways to care are available. The Plan aims to:</p> <ul style="list-style-type: none"> <li>- encourage all services and organisations to “think autism” and aspires to develop a society that is Autism friendly, which values and supports those with Autism, and their family and/or carers, to maintain their health and wellbeing, placing an emphasis on prevention to avoid, reduce or delay dependency on health and social care services by increasing the resilience of individuals and communities ;</li> <li>- focus on the 15 priorities (“I Statements”) from the Government’s Think Autism Strategy;</li> <li>- maximise opportunities to help autistic people in Staffordshire to live fulfilling lives and feel part of society;</li> <li>- bring together organisations that fund and provide care and support and redesign services so they can continue to meet people’s needs and make best use of resources available</li> <li>- commit both SCC and the CCGs to support the ongoing development of communities to ensure a</li> </ul>	<p>challenge from people with Autism and/or their family and carers, as well as wider organisations, who may feel the Plan does not fully address their areas of concern</p>	<p>engagement activities to inform the development of the wider Whole Life Disability Strategy, this Plan being part of the approach to achieving it’s vision, as well as further engagement activities specific to Autism (jointly with CCG colleagues) during September and October 2019 to support development of this Plan. The main themes emerging from the engagement are highlighted in the Plan.</p>
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<b>Health and Care</b>	Mental Health and Wellbeing	See PSED above	See PSED above	See PSED above
How will the proposal impact on residents' health? How will the proposal impact on demand for or access to social care or health services?	<p>Healthy Lifestyles</p> <p>Access to Social Care</p> <p>Independent Living</p> <p>Safeguarding</p>	<p>The NHS also commits to ensure the whole NHS has an awareness of the needs of people with Autism, working together to improve the way it cares, supported, listens to, works with and improves the health and wellbeing of them and their families</p> <p>This Plan identifies the NHS's commitment to:</p> <ul style="list-style-type: none"> <li>- reducing health inequalities, improving uptake of annual health checks, reducing over medication and taking action to prevent avoidable deaths</li> <li>- offering good quality care to people with Autism and their families by making reasonable adjustments so that they can enjoy equal access to and outcomes from treatment</li> </ul> <p>Subject to assessed eligible needs, a support plan will be developed underpinned by personalised outcomes which may include 'Healthy Lifestyles'.</p>		
<b>Economy</b>	Economic Growth	The Plan commits the Council	Local communities unable to	Commissioners to continue to

<p>How will the proposal impact on the economy of Staffordshire or impact on the income of Staffordshire's residents?</p>	<p>Poverty and Income</p> <p>Workplace Health and Environments</p> <p>Access to jobs/good quality jobs</p>	<p>and CCGs to support the ongoing development of communities to ensure a credible local offer for those individuals with Autism, and their family and/or carers. We will support local communities to develop to be strong and inclusive, be sustainable and support individuals, and their family and/or carers, with Autism to help themselves, enabling us to target our resources for those who are most in need of support.</p> <p>The Plan includes our intentions to support people with Autism to develop their skills and independence and work to the best of their ability, which will include support to get a job and support from their employer to help keep it. This will involve working with the DWP as well as wider awareness raising for employers in the public, private and voluntary sectors</p>	<p>provide sufficient and appropriate resources (for example in more remote areas of Staffordshire) to support people with Autism and their family and/or carers</p>	<p>work, alongside the Autism Joint Implementation Group, to oversee the implementation of the Plan, linking in with partners in NHS Trusts, Department for Work and Pensions, District and Borough Councils, specialist and independent providers of services</p>
<p><b>Environment</b></p>	<p>N/A</p>			
<p>How will the proposal impact on the physical environment of Staffordshire?</p>				
<p><b>Localities / Communities</b></p>	<p>Community</p>	<p>The Plan commits the Council</p>	<p>Local communities unable to</p>	<p>Commissioners to continue to</p>

<p>How will the proposal impact on Staffordshire's communities?</p>	<p>Development/Capacity</p> <p>Crime/Community Safety</p> <p>Educational Attainment and Training</p> <p>Leisure and Culture</p> <p>Volunteering</p> <p>Best Start</p> <p>Rural Communities</p>	<p>and CCGs to support the ongoing development of communities to ensure a credible local offer for those individuals with Autism, and their family and/or carers. We will support local communities to develop to be strong and inclusive, be sustainable and support individuals, and their family and/or carers, with Autism to help themselves, enabling us to target our resources for those who are most in need of support.</p> <p>The Plan commits to awareness raising and information with/for Law Enforcement agencies and their inclusion in the Autism Implementation Group</p> <p>The Plan includes supporting people of all ages with Autism and this will therefore include work with schools/education</p> <p>The Plan will involve working with the DWP as well as wider awareness raising for employers in the public, private and voluntary sectors</p> <p>The Plan affirms that the Council and CCGs aspire to develop a society that is Autism friendly, which values and supports those with Autism, and their family and/or carers, to maintain their health and wellbeing. This will include equitable access to local leisure and cultural opportunities</p> <p>Subject to assessed eligible</p>	<p>provide sufficient and appropriate resources (for example in more remote areas of Staffordshire) to support people with Autism and their family and/or carers</p> <p>We experience difficulties engaging with relevant partners</p>	<p>work, alongside the Autism Joint Implementation Group, to oversee the implementation of the Plan, linking in with partners in NHS Trusts, Department for Work and Pensions, District and Borough Councils, specialist and independent providers of services</p> <p>Commissioners to continue to work, alongside the Autism Joint Implementation Group, to oversee the implementation of the Plan,</p>
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