



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Autism Information, Advice & Guidance Service
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Autism Information, Advice & Guidance Service
Description of the service/policy/project/project phase	We are about to procure the Autism Information, Advice & Guidance (IAG) Service which is currently grant funded in Hampshire. We are looking to publish in October 2021, with the hope we will award the contract in December 2021 and that the service will launch from the 1st April 2022. The Autism IAG service will provide a comprehensive Information, Advice and Guidance (IAG) service, including face-to-face signposting and guidance which helps people on the autism spectrum and their families to access the full range of community opportunities and services available. This service supports health and social care services by where possible preventing and intervening early to help manage demand on statutory services.
New/changed service/policy/project	The service has previously been funded via a grant scheme however, due to the longevity of the project we are in the process of moving to a formally commissioned and contracted service.

Engagement
<p>The service has been in existence for a number of years and there is strong evidence (from grant scheme reporting) that it has positively impacted those using the service. The service currently collects service user feedback and reflections and this has been used to positively endorse the ongoing existence and funding for the service.</p> <p>We are consulting the Hampshire Autism Steering Group (excluding the incumbent provider Autism Hampshire), who are expert in the field of Autism, about the service specification as we move to formally procure the service. For this group we are able to adequately ensure the information we share will be kept confidential (through non-disclosure agreements and a commitment they will not review the specification if they or an affiliated organisation will bid for the contract) as, it is commercially sensitive and could compromise the impartiality of the procurement process if it was shared with potential bidders. The steering group is made up of parent carers, professionals (health, social care, police) and third sector autism specialist organisations who, work closely with the Hampshire Autism Partnership Board.</p>

## Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact age, we expect the service to serve a range of adults across a wide range of ages. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including age, the service will report on the demographics of the population they provide a service to and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire.</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The vision of the programme is to create a better future for people on the autism spectrum and their families. To create opportunity, challenge perceptions, enhance choice and provide high quality services to meet the diverse needs of people on the</p>

autism spectrum.

The service will look to be disability positive by:

- Promoting the wellbeing both physical and mental, of individuals and/ or their families through targeted advice and guidance and by providing support for individuals to access appropriate mainstream services including navigating the diagnostic pathway for autism and statutory services.
- The service will support service users to become more integrated with their communities. Promoting opportunities for volunteering, social participation and interaction with local groups.
- The service will support users to access employment and education opportunities and to navigate these environments and overcome barriers via coaching, mentoring and guidance.
- The service will promote active citizenship and help service users access resources and organisations such as, citizen's advice who can assist them.
- The service will also support dissemination of knowledge from evidence based sources around being on the Autistic Spectrum to support families/ carers, local groups and communities and to embed better understanding and cultural awareness of autism.

Mitigation

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact gender reassignment, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including gender reassignment, the service will report on the demographics of the population they provide a service to and the contract</p>

	<p>monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact pregnancy and maternity, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including pregnancy &amp; maternity, the service will report on the demographics of the population they provide a service to and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Race

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact race, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including race, the service will report on the demographics of the population they provide a service to and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact religion or belief, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including religion or belief, the service will report on the demographics of the population they provide a service to and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire</p> <p>The service will be provided in line with a Human Rights Approach and will work to</p>

	promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Women and girls are traditionally harder to diagnose with autism and various studies have proposed different ratios of men to women with autism (always heavily weighted towards men who are more frequently diagnosed) but there is no clear indicator of female prevalence rates, women and girls often do not fit the International Classification Systems for autism and often remain undiagnosed and therefore under- represented in our statistics. What is known is, we are seeing increasing numbers of women and girls referred for autism assessment.</p> <p>Whilst the service is not designed to directly impact sex, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including sex, the service will report on the demographics of the population they provide a service to, and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire. We expect to see growing numbers of females utilising the service, reflecting the growing numbers of women and girls being recognised and diagnosed with autism spectrum disorders.</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact sexual orientation, we expect the service to serve a range of adults across Hampshire. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including sexual orientation, the service will report on the demographics of the population they provide a service to, and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire.</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact marriage and civil partnership, we expect the service to serve a range of adults across Hampshire. To ensure there</p>



	<p>is no discernible negative impact on any group or individual regardless of their protected characteristics, including marriage and civil partnership, the service will report on the demographics of the population they provide a service to, and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire.</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact poverty, indirectly the service could be considered to have a positive effect on alleviating poverty. We expect the service to serve a range of adults across Hampshire including those living in poverty but the service will also assist people with education and employment needs which could result in better long term prospects and independence for the individual. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including poverty, the service will report on the demographics of the population they provide a service to, and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The IAG Service will be available to all adults and their families living in Hampshire who are on the diagnostic pathway or diagnosed with autism regardless of any protected characteristic.</p> <p>Whilst the service is not designed to directly impact rurality, we expect the service to serve a range of adults across Hampshire on a county wide basis. To ensure there is no discernible negative impact on any group or individual regardless of their protected characteristics, including rurality, the service will report on the demographics of the population they provide a service to, and the contract monitoring will ensure this is in line with expectations and representative of the autistic population in Hampshire.</p> <p>The service will be provided in line with a Human Rights Approach and will work to promote the rights of individuals eschewing practices that would infringe their freedoms or impact them based on any protected characteristic.</p>
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00122

Date of production of EIA for publication: 13/09/2021