



North Yorkshire All Age Autism Strategy Equality Impact Assessment

In this document, difficult words are in **bold**. You can find an explanation of what these words mean in the sentence after they have been used.



Some words are [blue and underlined](#). These are links which will go to a website which has more information.

This document is an easy read version of the **North Yorkshire All Age Autism Strategy Equality Impact Assessment**. A full version of the assessment can be found at [North Yorkshire Autism Strategy Equality Impact Assessment](#).



A **strategy** is a plan of how we will do things over a long time.

An **Equality Impact Assessment** checks that the decisions an organisation makes are fair to everyone.

The easy read version of the plan can be found at [North Yorkshire All Age Autism strategy easy read](#).

A full version of the plan can be found at [North Yorkshire Autism Strategy](#).

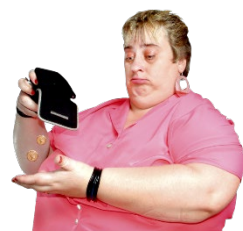
The law says we must not be unfair to people because of their:



- age
- disability including autism
- sex, gender, or because they have changed their gender
- pregnancy or because they have a new baby
- race, colour or because they come from a different country
- religion or belief
- sexual orientation. This is whether they are gay, straight or something else
- marriage or civil partnership

These are called **protected characteristics**.

We also check that people are not treated unfairly because:



- they live in a rural area
- they are a carer
- they are on a low income
- they are part of the armed forces community



The **North Yorkshire All Age Autism Strategy Equality Impact Assessment** checks that people who have **protected characteristics** are not unfairly treated in the autism plan.

The people in the **North Yorkshire Autism Group** have talked to lots of people who live and work in North Yorkshire, including:

- Autistic people
- Family and carers
- Advocates
- North Yorkshire Council
- The NHS
- Voluntary services



The **North Yorkshire Autism Group** is a group of people from North Yorkshire Council, the NHS, education, justice, community voluntary services and a parent carer.

They asked people for their views, ideas and experiences of autism services in North Yorkshire and what mattered to them.

They then used everything they had been told to make the autism plan.



The aim of the plan is to support autistic children, young people and adults and their families in North Yorkshire to enjoy full, happy, and healthy lives

The Autism Plan has 8 **key themes**.

Key themes are important ideas or issues.

1. Education and preparing for adulthood



- It is important children and young people have the right support in schools and colleges.
- This helps them to reach their full potential and helps them to get ready for being an adult.



2. Employment

- We want more autistic people to have the same work opportunities as everyone else.

3. Housing



- Everyone needs a safe place to call home. Autistic people should be able to get a home that meets their needs.



4. Carers

- Carers are so important to the people they care for and are usually happy to support the person but their caring role can be bad for their own health and well-being.



5. Assessment, diagnosis and support

- It is important autistic people have the right support when they need it. We want people to get support as early as possible and help those who need it most first.



6. Health and care

- Autistic people of all ages should live healthier and longer lives, supported by autism-inclusive health and care services



7. Adult and youth justice

- Autistic children, young people and adults should have good support in the justice systems.



8. Inclusive communities

- We want everyone who is autistic to feel safe, be accepted in their community and not to feel lonely or isolated.



Checking that the autism plan is fair

The **equality impact assessment** says no one will be treated unfairly.

The autism plan should be positive for all people across North Yorkshire, including:

- Autistic children, young people and adults
- The families and carers of autistic people
- Staff in education, health and social care
- Staff in police, fire and criminal justice services
- Staff in voluntary services
- People in the community





There are some groups we have not had as much contact with:

- People in the armed forces and their families
- People who are transgender or identify as LGBTQIA+
- People from different cultural and ethnic groups

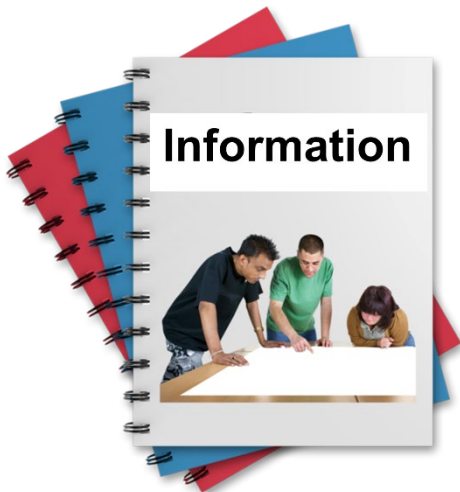


We will try to contact as many of these groups as possible to hear what it is important to them.

We do not have as much **data** about autistic people as we would like to help us plan what people need, so we will look for ways to improve how we gather information.

Data is information such as:

- How many autistic people live in North Yorkshire?
- Where do autistic people live in North Yorkshire?
- How many girls and women are autistic?



Not all services across North Yorkshire work the same way and the autism plan will try to make this better.

We will keep checking to make sure the plan is fair for all autistic people and the people who live, care, support and work with them.