

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016
- Autism Code of Practice (Wales) 2021 – (Social Services Well-being (Wales) Act 2014)

Version Control

Version	Author	Job title	Date
Version 1	Ceri Low	Autism & Neurodiversity Lead	12 th March 2024

1. Details of the initiative

	Title of the Initiative: Social Services Strategic Plan for Neurodivergence (Autism & Other Conditions) 2024-27
1a	Service Area: Children & Young People Services // Adult Services
1b	Directorate: Social Services, Health & Housing
1c	Summary of the initiative: To provide strategic direction for Neurodiversity in both Children & Young People Care and Adult Social Care
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? Adults and Children who currently need social care and support; those who need care and support in the future; and their families and carers; NPT Social Services staff; private service providers; third sector service providers.

1f	When and how were people consulted? A Permission is sought from Members for Officer to undertake a 90-day public consultation consisting of online surveys, as well as face to face meetings, utilising the Council's website and other media, staff teams and forums.
1g	What were the outcomes of the consultation? There is a planned consultation, and this document will be updated accordingly.

2. Evidence

What evidence was used in assessing the initiative?

- Monitoring reviews of the services
- Internal monitoring data
- Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is reported annually to Welsh Government.
- Data on complaints, MP and Elected Member contact
- Data on children receiving social care
- Data on people receiving adult social care
- StatsWales data [Social services \(gov.wales\)](https://gov.wales)
- West Glamorgan Population Needs Assessment [West Glamorgan Population Needs Assessment 2022-2027](#)
- National Autistic Society guidance on biodiversity 'Wellbeing in Nature'
<https://www.autism.org.uk/advice-and-guidance/professional-practice/wellbeing-in-nature-how-being-outside-can-help-aut>

The following data shows the estimated neurodivergent population of Neath Port Talbot. Hard data on the actual number is not clearly recorded, therefore statistics from clinical data will highlight the estimated population impact. Additional information is provided by Western Bay Integrated Autism Service and the Pupil Level Annual School Census (PLASC 2023).

Neath Port Talbot's Neurodiverse Population.

Neath Port Talbot has a recorded population of 142,300 (*ONS 2021 Census*)

It is estimated that 1 in 7 people (approximately 15%) are neurodivergent (*Cambridge University Hospitals NHS Trust*).

The estimated neurodivergent population of Neath Port Talbot is 20,320.

The World Health Organisation (*WHO*) published in November 2023, that autism affects approximately 1 in 100 people.

The estimated autistic population of NPT is 1423

Table 1	
Western Bay Integrated Autism Service (IAS)	Referrals & Waiting List
Neath Port Talbot County	330

Table 2	
IAS data for Neath Port Talbot	Number of Referrals
18 – 25 years	97
25 – 40	156
41 - 60	78
60+	10

Table 3		
Gender distribution of referrals		
Female	215	65%
Male	114	35%

- The distribution of numbers seeking autism diagnosis for adults across the Western Bay area, demonstrates that Neath Port Talbot accounts for approximately 25% of referrals (330) (*Table 1*)
- The largest group of adult referrals lays within the 25-40yr range. (*Table 2*)
- There is an unequal split between female and male referrals (one individual did not identify their gender). (*Table 3*)

The following information has been captured from the Special Educational Needs & Disabilities (SEND) Return Data 2023, and the Pupil Level Annual School Census (PLASC)

Reports of additional learning or special educational needs by local authority and type of need (ALN/SEN)

The number of times each SEN type was reported e.g. if types 'Dyslexia' and 'Dyspraxia' are reported for a pupil that pupil is counted twice, once under each type. The number of reports will therefore be greater than the number of pupils with ALN or SEN.

Neath Port Talbot	Number of pupils
Autistic Spectrum Disorders	635
ADHD	125
Dyscalculia	10
Dyslexia	125
Dyspraxia	45
Speech, Language & Communication Difficulty	1390
Cross Section Total	2330

- This cross section of data relates to the neurodiverse conditions particularly, rather than the wider learning disabilities, physical disabilities and sensory impairments.
- Many of the pupils recorded here will have co-occurring conditions.
- Autistic Spectrum Disorders, or Autism, scores 2nd highest after Speech Language & Communication Difficulties.

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	X			<p>Given that over 20,000 people (potentially) within Neath Port Talbot are neurodiverse, children, young people and adults will be impacted by this plan.</p> <p>Provision of advice, guidance, and support for individuals, families and carers, along with partnership working across the region will mean that services will have a positive impact for all ages.</p> <p>We will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of age..</p>
Disability	X			<p>The children, young people and adults receiving a service may or may not consider themselves to be disabled. This will often depend on the individual's perspective on their neurodiverse condition. Neurodiversity is defined as being a disability in Law (Equality Act 2010), and is therefore a protected characteristic.</p> <p>The Strategy aims to guide services that understand neurodiversity, and consider the impact of the individual's condition, on their daily lives. The plan aims to highlight and improve the impact neurodiverse conditions have on individual lives, and the lives of families and carers. The Strategic Plan seeks to ensure understanding, equality and inclusion of neurodiversity, especially considering protected characteristics.</p>

			<p>Provision of advice, guidance, and support for neurodiverse individuals, families and carers, along with partnership working across the region will mean that services will have a positive impact for all.</p> <p>This will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of disability.</p>
Gender reassignment	X		<p>The services are delivered across all genders and gender identities. Staff employed by the providers will be from across the spectrum of genders and gender identities.</p> <p>Provision of advice, guidance, and support for neurodiverse individuals, families and carers, along with partnership working across the region will mean that services will have a positive impact for all.</p> <p>The Strategy aims to provide advice, guidance and support that has a positive impact as it aims to offer people a more flexible, personalised and outcome focused service.</p> <p>This plan has a dual focus on the neurodiverse individual and an inclusive community and will take into account any specific requirements resulting from a neurodiverse person's protected characteristic to ensure that there is equality of outcomes</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also</p>

			help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of gender reassignment.
Marriage & civil partnership	X		<p>The Strategy should have a positive impact as it aims to offer neurodiverse children, young people, adults, families and carers a more flexible, personalised and outcome focused service</p> <p>Provision of advice, guidance, and support for neurodiverse individuals, families and carers, along with partnership working across the region will mean that services will have a positive impact for all.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of marriage and civil partnership.</p>
Pregnancy and maternity		X	<p>It is possible that neurodiverse individuals will have a protected characteristic due to their pregnancy/maternity status.</p> <p>Families may be seeking advice, support and understanding, due to the pregnancy/maternity of their neurodiverse spouse/partner or family member</p> <p>We will work closely with our partners in Health, to ensure that all advice, guidance and support works in conjunction with medical advice and support, and ensures safeguarding for all concerned.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of pregnancy and maternity.</p>

Race	X			<p>Neurodivergence services are delivered across all ethnic groups. Neurodiversity can impact lives across all definitions of race and ethnicity</p> <p>The Strategy should have a positive impact as it aims to offer people more flexible, personalised and outcome focused services.</p> <p>We will ensure that the Council can identify if there are any concerns about the service, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of race and racial identity.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of race.</p>
Religion or belief	X			<p>The Strategy applies to neurodiverse people across all religions/beliefs.</p> <p>We will ensure that the Council can identify if there are any concerns about the Strategy or any services, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of their religious or belief.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic.</p>

Sex	X		<p>The Strategy applies to neurodivergent individuals of all genders.</p> <p>Two-thirds (65%) of adult referrals to the Integrated Autism Service have come from females, and 35% from males.</p> <p>1 individual from the 330 referrals for NPT chose not to identify their gender. This choice did not limit or negatively impact on the provision of the service.</p> <p>We will ensure that the Council can identify if there are any concerns about the Strategy or any services, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic.</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for neurodiverse people requiring support and understanding. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of their sex.</p>
Sexual orientation	X		<p>The Strategy applies to neurodivergent individuals across all sexual orientations.</p> <p>The Strategy should have a positive impact as it aims to offer people a more flexible, personalised and outcome focused service, in understanding their neurodivergence..</p> <p>We will ensure that the Council can identify if there are any concerns about the strategy or any services, including any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic</p> <p>The Strategy will be monitored to understand if its impact has positively improved outcomes for people requiring social care and support. This will also help to identify any unintended/unidentified negative impacts on neurodiverse people with a protected characteristic in respect of sexual orientation.</p>

What action will be taken to improve positive or mitigate negative impacts?

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitor externally commissioned services
- Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers
- Obtaining feedback from stakeholders

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	X			Prevention and early intervention services will support neurodiverse children, young people, adults, families and carers to be included and remain safe in their own communities.
To advance equality of opportunity between different groups	X			Enables neurodiverse individuals and families to have equality of opportunity to engage with their peers and communities.
To foster good relations between different groups	X			Enables neurodiverse individuals and families to be understood, accepted and included in their local communities.

What action will be taken to improve positive or mitigate negative impacts?

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers
- Obtaining feedback from stakeholders

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>Neurodivergence awareness and understanding aims to support people that may be more likely to have a low socio-economic status. Raising awareness and understanding in communities and across services will improve their health and wellbeing needs and enables neurodiverse individuals and families to achieve their personal outcomes.</p> <p>Rebalancing the market with wider understanding of neurodiverse conditions will potentially create new employment opportunities within the workforce, which will have a positive economic impact within Neath Port Talbot as a whole.</p>
Negative/Disadvantage	
<p>What action will be taken to reduce inequality of outcome</p>	
<ul style="list-style-type: none"> • Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups. • Monitor complaints and safeguarding referrals • Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers • Obtaining feedback from stakeholders 	

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			Enables neurodiverse children, young people and adults to be understood and included in their local communities wherever possible.
Social Exclusion	X			Enables neurodiverse children, young people and adults to be understood and included in their local communities wherever possible.
Poverty	X			Rebalancing the market with wider understanding of neurodiverse conditions will potentially create new employment opportunities within the workforce, which will have a positive economic impact within Neath Port Talbot as a whole.

What action will be taken to improve positive or mitigate negative impacts?

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers
- Obtaining feedback from stakeholders

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	X			A Welsh Translation of the Plan will be developed. Services will be delivered in line with the Councils Welsh Language Policy.
– treating the Welsh and English languages equally	X			A Welsh Translation of the Plan will be developed. Services will be delivered in line with the Councils Welsh Language Policy.

What action will be taken to improve positive or mitigate negative impacts?

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers
- Obtaining feedback from stakeholders

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity	X			There is the potential for the plan to create pathways for neurodiverse people to engage with biodiversity. Nature exposure has potential benefits for neurodiversity. Increasing engagement with biodiversity could help to encourage the wider community to maintain and enhance biodiversity. The plan would also enable us to train environmental groups to embrace neurodivergent people and to provide a pathway for them to become involved in managing and enhancing biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	X			The plan will enable neurodivergent people to gain wellbeing benefits from nature and to promote the resilience of ecosystems by providing pathways for involvement in nature conservation.

What action will be taken to improve positive or mitigate negative impacts?

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitoring of the Strategy by the Autism & Neurodiversity Lead and Principal Officers
- Obtaining feedback from stakeholders

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
<p>i. Long term – looking at least 10 years (and up to 25 years) ahead</p>	<p>The services help to support neurodiverse children, young people and adults with achievement of their long term health and wellbeing outcomes. These include services which play an essential part in supporting people to have their neurodiverse needs understood, be accepted and included in their communities maintain their independence and live safely within their own homes and local communities wherever necessary</p> <p>The aim is to help to ensure that there are sustainable services that are more responsive to people’s individual need.</p>
<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>The emphasis of the strategy is on acceptance, understanding and inclusion of neurodiversity. Working with support services that help to minimise or prevent deterioration of a service user’s personal well-being. These include services in the community, professional support and guidance and partnership working with stakeholders and neurodiverse individuals and their families.</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>Involves working with in-house, regional, national and third sector providers of various services. It also involves more personalised working with neurodiverse individuals and families in the development of services to meet the wider support needs.</p>
<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>The Strategy aims to offer a more person centred approach to the delivery of support services, with a greater understanding of a neurodiverse person’s individual needs. Feedback from service users and providers (including staff) will be obtained as part of service evaluation.</p> <p>Providers are asked to obtain service user feedback in order to inform the delivery and performance of services. Service user feedback is also gathered as part of contract monitoring.</p>
<p>v. Integration – making connections to maximise contribution to:</p>	<p>Is underpinned by the values and principles of the Social Services and Wellbeing Act 2014, by offering maximum voice and control to service users and by ensuring market stability.</p>

Council's well-being objectives	To improve the well-being of all neurodiverse children, young people and adults who live in the county borough by delivering services that understand neurodiversity, support their independence and safeguards them from harm and ultimately have their individual needs understood.
Other public bodies objectives	The Strategy sets out how the Council and its partners can support neurodiverse children, young people and adults resident in the county to live in an inclusive community. Have equality of opportunity, and live as independently as possible with appropriate levels of social care and support. Create safe, confident and resilient communities, focusing on vulnerable people.

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

- Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups.
- Monitor complaints and safeguarding referrals
- Monitoring of the Strategy by the Autism & Neurodiversity Lead, and any services by the CCU
- Obtaining feedback from stakeholders

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	The indication is that the Strategy will have a positive impact, however systems will be in place that will allow officers to check that the Strategy is having its intended outcomes and not resulting in any unintended negative consequences for neurodiverse people with a protected characteristic.

Socio Economic Disadvantage	The indication is that the Strategy will have a positive impact, however systems will be in place that will allow officers to check that the Strategy is having its intended outcomes and not resulting in any unintended negative consequences for neurodiverse people in regards to social economic disadvantages.
Community Cohesion/ Social Exclusion/Poverty	The indication is that the Strategy will have a positive impact, however systems will be in place that will allow officers to check that the Strategy is having its intended outcomes and not resulting in any unintended negative consequences for neurodiverse people in regards to community cohesion, social exclusion and/or poverty.
Welsh	The indication is that the Strategy will have a positive impact, however systems will be in place that will allow officers to check that the Strategy is having its intended outcomes and not resulting in any unintended negative consequences for neurodiverse people wishing to use the Welsh Language.
Biodiversity	The Strategy will potentially enable neurodivergent people to gain wellbeing benefits from nature and to promote the resilience of ecosystems by providing pathways for involvement in nature conservation.
Well-being of Future Generations	The indication is that the Strategy will have a positive impact, however systems will be in place that will allow officers to check that the Strategy is having its intended outcomes and not resulting in any unintended negative consequences against the aims of the well-being of future generations.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

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| <ul style="list-style-type: none"> • No negative impacts identified at this stage and the indication is that the impact will be positive. • Processes are in place to monitor the impact for any unintended negative consequences. |
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11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertake individual assessments and consultation for specific neurodiverse individuals, families or groups	Principal Officers / Autism & Neurodiversity Lead	Before and during consideration of assessment, request or case referral. Before any decisions regarding services are made	Individual and family feedback. Feedback from partner agencies Individualised assessments and consultation documents completed
Monitor complaints and safeguarding referrals	Principal Officers / Autism & Neurodiversity Lead	Ongoing as they are received	Monitoring reports and outcome plans Feedback from individuals and families. Feedback from partner agencies
Monitoring of the Strategy and any services	Principal Officers / Autism & Neurodiversity Lead	As needed	Monitoring reports Feedback from individuals and families. Feedback from partner agencies
Review Strategy with Annual Action Plan	Principal Officers / Autism & Neurodiversity Lead	Annually	Monitoring Reports Feedback from individuals and families. Feedback from partner agencies

12. Sign off

	Name	Position	Signature	Date
Completed by	Ceri Low	Autism & Neurodiversity Lead	C.Low	12/03/2024
Signed off by	Keri Warren	Head of Service		