



Oxfordshire County Council

Equalities Impact Assessment

All Age Autism Strategy

10/02/2026

Contents

Section 1: Summary details	3
Section 2: Detail of proposal.....	4
Section 3: Impact Assessment - Protected Characteristics	6
Section 3: Impact Assessment - Additional Community Impacts.....	11
Section 3: Impact Assessment - Additional Wider Impacts.....	13
Section 4: Review	15

Section 1: Summary details

Directorate and Service Area	HESC – Children's & Adults
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Oxfordshire All Age Autism Strategy
Is this a new or existing function or policy?	Current Strategy is outdated and due updating.
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	Developing an Autism Strategy to reflect the population need, co-designing with local organisations and experts by experience. Possible impacts are: The strategy may not cover all eventualities, we will mitigate this by being broad and inclusive when writing the final version and being transparent with stakeholders, ensuring we consulted with a wide range of people. Stakeholders may not feel they have been thoroughly included in the process, we will mitigate this by undertaking detailed stakeholder mapping and keeping a record of actions taken to be inclusive. Access to engagement/content/material, due to personal circumstances such as their network, limited access to the internet, those whose first language is not English. We will mitigate this by approaching a variety of community groups, providing content in alternative formats.
Completed By	Ruby Sweetman, Commissioning Officer, Live Well.
Authorised By	

Date of Assessment	10/02/2026
---------------------------	------------

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	The current Autism strategy for Oxfordshire is outdated, 2013-17. The purpose of developing a new strategy is to co-design with local organisations and experts by experience. It is not the intention to have a commissioning strategy, but rather a document to inform actions for an inclusive society. This will mean actions for statutory services, third sector, businesses, and local people.
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	Developing the new strategy with the view for it to be an inclusive document is a different approach to previous documents, it ensures that this strategy will serve Oxfordshire residents to Live Well in the community, by knowing how and where to access advice/support/services. Co-designing an autism strategy has been agreed as the best course of action because this is a shared responsibility to enhance the lives of Autistic people and their families, it is imperative that this is done right. There are nationally led objectives to incorporate, therefore, co-production was not an option.
Evidence / Intelligence List and explain any data, consultation outcomes, research	Consultations with local stakeholders including, voluntary sector organisations, experts by experience, public sector organisations. Data collection (limited available due to how autism is reported). Engagement sessions & surveys to be carried out.

findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.	
Alternatives considered / rejected Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.	The current strategy is outdated and doing nothing was not an option as well as having national objectives to incorporate within a local strategy, commissioners have had extensive conversation with experts by experience (both autistic people and parents/carers of autistic people). A common theme has been identified that families feel there is no joined up or collaborative working around services for autism, therefore, co-designing a new strategy with stakeholders and designing it in a way that allocates actions for statutory services, third sector, businesses, and local people alike is the most impactful way to deliver this strategy.

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	☐	☒	☐	People of all ages can be impacted by autism and an all-age strategy will reduce the inequalities by ensuring that people of all ages can access the support/services/advice laid out within the strategy.	Ensure that the strategy is available in various formats and accessible.		
Disability	☐	☒	☐	People of all abilities can be impacted by autism and this strategy will reduce the inequalities by ensuring that people of all abilities can access the support/services/advice laid out within the strategy, in various formats that are inclusive.	Ensure that the strategy is available in various formats and accessible.		

Gender Reassignment	☐	☒	☐	People of all genders are impacted by autism and this strategy will be inclusive to all, whilst ensuring that people of all genders can access the support/services/advice laid out within the strategy.	Ensure that strategy is inclusive of gender reassignment and considerate with language used. Work with partners that demonstrate inclusivity towards protected characteristics.		
Marriage & Civil Partnership	☒	☐	☐	This strategy should not impact marriage & civil partnerships.	Monitor engagement and consultation with stakeholders as this could change.		
Pregnancy & Maternity	☐	☒	☐	This strategy may impact pregnancy & maternity for autistic people, by ensuring reasonable adjustments are made to support autistic parents through the pregnancy milestones and for maternity care.	Work closely with health partners to include aspects of pregnancy and maternity care in the strategy.		

Race	☐	☒	☐	People from all racial and cultural backgrounds can be impacted by autism and this strategy can reduce the inequalities by ensuring that people from all cultures can access the support/services/advice laid out within the strategy.	Ensure that the strategy is available in various formats and accessible. Work with partners from different communities to spread awareness of the strategy.		
Sex	☐	☒	☐	People of all genders are impacted by autism and this strategy will be inclusive to all, whilst ensuring that people of all genders can access the support/services/advice laid out within the strategy.	Ensure that strategy is inclusive of sexes.		
Sexual Orientation	☐	☒	☐	People of any sexual orientation are impacted by autism and this strategy will be inclusive to all, whilst ensuring that everyone can access the support/services/advice laid out within the strategy.	Ensure that strategy is inclusive of sexual orientation.		

Religion or Belief	☐	☒	☐	People from all religions and backgrounds can be impacted by autism and this strategy can reduce the inequalities by ensuring that people from all cultures can access the support/services/advice laid out within the strategy, regardless of their beliefs.	Work with partners from different communities to spread awareness of the strategy.		
---------------------------	--------------------------	-------------------------------------	--------------------------	---	--	--	--

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	☐	☒	☐	Some autistic people may find travel from rural communities difficult when using public transport. The strategy should increase awareness of the challenges faced by autistic people and help to open up alternative routes.	Make adjustments to meetings or appointments where possible, provide travel guidance. Offer online alternatives.		
Armed Forces	☐	☒	☐	People from all backgrounds can be impacted by autism, Oxfordshire has armed forces bases within the county and in surrounding counties, there are likely to be families that have moved into the area and are joining Oxfordshire services.	Work with partners to have a pathway for these families to access.		
Carers	☐	☒	☐	Carers (parents) can also be greatly impacted by autism and this strategy can ensure that carers from all areas can access the support/services/advice laid	Work with partners from different communities to spread awareness of the strategy. Make adjustments to meetings or appointments where possible. Offer online		

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
				out within the strategy as it is there to support their needs also as a parent/carer.	alternatives as this may work around caring responsibilities.		
Areas of deprivation	☐	☒	☐	People from all backgrounds can be impacted by autism and this strategy can reduce the inequalities by ensuring that people from all areas can access the support/services/advice laid out within the strategy, regardless of their social situation.	Work with partners from different communities to spread awareness of the strategy.		

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	☐	☒	☐	Oxfordshire CC staff will have a recent document, developed with stakeholders to use to support autistic people in situations that may arise in their life.	Clear communications to go out internally. Excellent engagement with stakeholders when pulling the document together.		
Other Council Services	☐	☒	☐	Services will have a recent document, developed with stakeholders to use to support autistic people in situations that may arise in their life.	Clear communications to go out internally & externally. Excellent engagement with stakeholders when pulling the document together.		
Providers	☐	☒	☐	Providers will have a recent document, developed with stakeholders to use to support autistic people in situations that may arise in their life.	Clear communications to go out externally. Excellent engagement with stakeholders when pulling the document together.		

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Social Value ¹	☐	☒	☐	This will impact on the population of Oxfordshire in a positive way as it will add empowerment into aspects of their lives, it will give clear information, how to access services, who to contact and how to get involved in local groups & projects.	Excellent engagement with stakeholders when pulling the document together.		

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	10/02/2027
Person Responsible for Review	HESC Live Well commissioning team
Authorised By	