

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Havering Employment Charter for Autistic People and People with Learning Disabilities
Lead officer:	Bradley Ramsey, Learning Disabilities and Autism Manager, Havering Integrated Team at Place.
Approved by:	Patric Odling-Smee, Director of Live Well.
Date completed:	14/07/2025
Scheduled date for review:	To be advised

Please note that the Corporate Policy & Diversity and Public Health teams require at least **5 working days** to provide advice on EqHIAs.

Did you seek advice from the Corporate Policy & Diversity team?	No
Did you seek advice from the Public Health team?	No
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

Please note that EqHIAs are **public** documents and must be made available on the Council's [EqHIA webpage](#).

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	Havering Employment Charter for Autistic People and People with Learning Disabilities		
2	Type of activity	This is a strategic internal policy relating to human resources, recruitment and retention. Implementation of an employment charter to enable more inclusive recruitment and retention practices within Havering Council. The activity is specifically aimed towards increasing the employment of autistic people and people with learning disabilities within Havering Council.		
3	Scope of activity	Implementation of an employment charter to enable more inclusive recruitment and retention practices within Havering Council. The activity is specifically aimed towards the employment of autistic people and people with learning disabilities.		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	No		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	<i>Please provide a clear and robust explanation on why your activity does not require an EqHIA. This is essential in case the activity is challenged under the Equality Act 2010.</i> <i>Please keep this checklist for your audit trail.</i>		

Completed by:	Bradley Ramsey, Learning Disabilities and Autism Manager, Havering Integrated Team at Place.
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Date:	14/07/2025
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2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
The Learning Disabilities and Autistic Employment Steering Group was established to provide a specific focus in developing a robust approach to increasing the employment of autistic people and people with learning disabilities within the borough of Havering. The group has developed a several phased approach to achieve this aim with the first phase aimed at optimizing Havering Council's position as one of the largest employers in the borough with over 8000 employees. The Havering Employment Charter for Autistic People and People with Learning Disabilities is aimed at embedding inclusive practices into the recruitment and retention processes within the council. Subject to Human Resource policies being updated and approved, the implementation of the charter identifies five key actions that the council should undertake to achieve this aim. Implementation of the charter is expected to have a positive effect on the employment of people with learning disabilities and autistic people within Havering that are directly employed by the council. <i>*Expand box as required</i>

Who will be affected by the activity?
This activity will affect working aged adults who are autistic or who have a learning disability who apply to work at Havering Council. Whilst this is expected to have a primary impact on individuals within those categories with reside within the borough, it would also impact on individuals with these protected characteristics who apply for employment opportunities with the council but reside in other geographical locations. <i>*Expand box as required</i>

Protected Characteristic - Age: Consider the full range of age groups		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		
		The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to impact on any citizens on Havering due to their age.

Neutral	☒	
Negative	☐	
<i>*Expand box as required</i>		
Evidence: All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance applies equally and proportionately to all age groups. <i>*Expand box as required</i>		
Sources used: The Equality Act 2010 Local Government and Housing Act 1989 <i>*Expand box as required</i>		

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions		
Please tick (✓) the relevant box:		Overall impact: The Havering Employment Charter for Autistic People and People with Learning Disabilities is likely to have a direct impact on Havering citizens due to their disability. <i>*Expand box as required</i>
Positive	☒	
Neutral	☐	
Negative	☐	
Evidence: The charter sets out how to positively impact recruitment and retention of individuals with learning disabilities and autism. Individuals in either of these categories would be protected under the Disabilities Act 2010. Nationally the paid employment rate for working age autistic people (3 in 10 in employment, The Buckland Review 2024) unemployment rate) and people with a learning disability (26.7%, Mencap, The Big Learning Disability Survey 2022) is significantly lower than other types of long-term disability (5 in 10, The Buckland Review 2024) and the general population (7 in 10, The Buckland Review). People with either of these long-term conditions are more likely to be in receipt of benefits and be in contact with multiple council services i.e. social care, housing, benefits, etc. The Havering JSNA 2025 highlighted that these individuals are even more likely to be economically inactive with largest employment gaps in Havering for adults aged 18 to 64 years being those with learning disabilities, with a difference of 80.7% against the		

employment rate of the general population (2022/23). This compares to 70.5% across London and 70.9% across England ([LBH Havering JSNA 2025 - Living Well, Ageing Well & Dying Well](#)).

The Havering Employment Charter for Autistic People and People with Learning Disabilities is aimed at embedding inclusive practices into the recruitment and retention processes within the council. This is expected to increase the number of individuals with learning disabilities and autistic people employed by the council and develop a more inclusive work environment within the council.

**Expand box as required*

Sources used:

The Buckland Review 2024
LBH Havering JSNA 2025 - Living Well, Ageing Well & Dying Well
Mencap – The Big Learning Disability Survey 2022.

**Expand box as required*

Protected Characteristic - Sex/gender: Consider both men and women

Please tick (✓)
the relevant box:

Positive

☐

Neutral

☒

Negative

☐

Overall impact:

The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to impact on any citizens of Havering because of their sex or gender.

**Expand box as required*

Evidence:

All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance applies equally and proportionately to males and females.

**Expand box as required*

Sources used:

The Equality Act 2010
Local Government and Housing Act 1989

**Expand box as required*

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities

Please tick (✓)
the relevant box:

Overall impact:

Positive	
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Neutral	✓
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Negative	
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The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering because of their ethnicity.

**Expand box as required*

Evidence:

The prevalence of autism nationally is estimated at 1.8%. There is evidence in a discrepancy in prevalence across ethnicities with a national study by Cambridge University in 2021 highlighting that prevalence in those of black ethnicity was higher at (2.1%) and lowest in Roma/Irish Traveller people (0.85%). There is presently limited equivalent data in in Havering, but it is acknowledged that this discrepancy may be present. Data from the 2021 census highlighted that ethnic minorities account for only 24.7% of the population in Havering which is lower than the london average. Due to the relative sizes of the population and cross over between autism and BME groups, it is unlikely that the implementation of the charter will have an impact on individuals based on ethnicity, but there may be a small net positive.

With this in mind, the Learning Disabilities and Autism Employment Steering group will ensure that consideration continues to be given to issues affecting all categories across the local demographic.

**Expand box as required*

Sources used:

Census data 2021.

LBH Havering JSNA 2025 - Living

Well, Ageing Well & Dying Well

Association of Race/Ethnicity and Social Disadvantage With Autism Prevalence in 7 Million School Children in England, Roman-Urrestarazu et al, 2021. JAMA Pediatr

Published Online: March 29, 2021

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓)
the relevant box:

Positive

Neutral

Negative

Overall impact:

The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering because of their religion.

**Expand box as required*

Evidence:

There is limited demographic data available specific to the religions of people with learning disabilities and autism. All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance applies equally and proportionately to all religious groups.

**Expand box as required*

Sources used: The Equality Act 2010 Local Government and Housing Act 1989	<i>*Expand box as required</i>
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Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual	
Please tick (✓) the relevant box:	
Positive	
Neutral	✓
Negative	
Overall impact: The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering because of their sexual orientation.	
<i>*Expand box as required</i>	
Evidence: There is limited demographic data available specific to the religions of people with learning disabilities and autism. All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance applies equally and proportionately to people who are heterosexual, lesbian, gay and bisexual.	
<i>*Expand box as required</i>	
Sources used: The Equality Act 2010 Local Government and Housing Act 1989	
<i>*Expand box as required</i>	

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth	
Please tick (✓) the relevant box:	
Positive	
Neutral	✓
Negative	
Overall impact: The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering who are seeking, undergoing or have received gender reassignment surgery, or anyone whose gender identity is different from their gender at birth.	
<i>*Expand box as required</i>	

Evidence: All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance does not discriminate against anyone on the basis of their gender identity. <i>*Expand box as required</i>
Sources used: The Equality Act 2010 Local Government and Housing Act 1989 <i>*Expand box as required</i>

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering who are in a marriage or civil partnership. <i>*Expand box as required</i>
Neutral	✓	
Negative		
Evidence: All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance applies equally and proportionately to families where carers and parents are in a marriage or civil partnership, or in neither. <i>*Expand box as required</i>		

Sources used: The Equality Act 2010 Local Government and Housing Act 1989 <i>*Expand box as required</i>

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

Please tick (✓) the relevant box:		Overall impact: The Havering Employment Charter for Autistic People and People with Learning Disabilities is unlikely to have a significant impact on any citizens of Havering who are pregnant or relating to matters of maternity and paternity. <i>*Expand box as required</i>
Positive		
Neutral	✓	
Negative		

Evidence: All recruitment and retention policies within Havering align with relevant legislation and statutory guidance relating to recruitment. This legislation and statutory guidance does not discriminate against anyone on the basis of pregnancy, maternity or paternity. <i>*Expand box as required</i>
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Sources used: The Equality Act 2010 Local Government and Housing Act 1989 <i>*Expand box as required</i>

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (✓) the relevant box:		Overall impact: The Havering Employment Charter for Autistic People and People with Learning Disabilities is likely to have a significant impact on any citizens of Havering who are from low income or financially excluded backgrounds. <i>*Expand box as required</i>
Positive	✓	
Neutral		
Negative		

Evidence: The charter sets out how to positively impact recruitment and retention of individuals with learning disabilities and autism. Individuals in either of these categories would be protected under the Disabilities Act 2010. Nationally the paid employment rate for working age autistic people (3 in 10 in employment, The Buckland Review 2024) unemployment rate) and people with a learning disability (26.7%, Mencap, The Big Learning Disability Survey 2022) is significantly lower than other types of long-term disability (5 in 10, The Buckland Review 2024) and the general population (7 in 10, The Buckland Review). People with either of these long-term conditions are more likely to be in receipt of benefits and be in contact with multiple council services i.e. social care, housing, benefits, etc. The Havering JSNA 2025 highlighted that these individuals are even more likely to be economically inactive with largest employment gaps in Havering for adults aged 18 to 64 years being those with learning disabilities, with a difference of 80.7% against the employment rate of the general population (2022/23). This compares to 70.5% across London and 70.9% across England (LBH Havering JSNA 2025 - Living Well, Ageing Well & Dying Well). The Havering Employment Charter for Autistic People and People with Learning Disabilities is aimed at embedding inclusive practices into the recruitment and retention processes within the council. This is expected to increase the number of individuals with learning disabilities and autistic people employed by the council and develop a more inclusive work environment within the council. <i>*Expand box as required</i>	
Sources used: The Buckland Review 2024 LBH Havering JSNA 2025 - Living Well, Ageing Well & Dying Well Mencap – The Big Learning Disability Survey 2022. <i>*Expand box as required</i>	

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.		
Please tick (✓) all the relevant boxes that apply:		Overall impact: Positive The Havering Employment Charter for Autistic People and People with Learning Disabilities is likely to have an impact on the health and wellbeing of citizens of Havering.
Positive	✓	
Neutral		
Negative		
		<i>*Expand box as required</i>

		Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box Yes ☐ No ☒
Evidence: There is evidence that engaging in employment and other meaningful activities has a positive effect on mental health and wellbeing. Individuals with learning disabilities and autistic people are also at greater risk of being socially isolated. Strategies to improve employment and retention of individuals is likely to positively impact their overall health and wellbeing. <i>*Expand box as required</i>		
Sources used: PHE - Health matters: health and work – 2019 WHO healthy workplace framework and model: background and supporting literature and practices - 2010 <i>*Expand box as required</i>		

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Disability	Positive	Appropriate review of the charter and workforce development policies within the council to improve recruitment and retention. Promotion of inclusive recruitment practices via staff training.	Increase in the number of people employed with learning disabilities and autistic people by the council. This will be monitored and reported in the workforce data.	Within three months of agreement to proceed with the implementation. Changes expected within 12 months and reported annually continuously	Dan Dubec

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

This EqHIA will be reviewed six months after the implementation of the new tri-borough BHR Safeguarding Partnership and annually thereafter.

Scheduled date of review: April 2026

Lead Officer conducting the review: Bradley Ramsey, Learning Disabilities and Autism Manager for the Havering Integrated Team at Place.

