

Bexley Adult Autism Strategy



Fulfilling and rewarding lives for people with autism



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Bexley
Clinical Commissioning Group

Bexley Adult Autism Strategy 2017 – 2019

National Context

The National Autism Strategy, 'Fulfilling and Rewarding Lives', was originally published by the government in March 2010 as a result of the Autism Act 2009 and applies to adults in England. This was followed by statutory guidance for local authorities and NHS organisations in December 2010. The Autism Act 2009 required that local authorities and local health bodies work together to improve on supporting the needs of adults with autism.

Think Autism – Update to the National Strategy

The Government published an update to the national autism strategy, entitled "Think Autism", on 2 April 2014. This followed a review led by the Department of Health, which considered what needs to happen next to make sure progress continues. The document reaffirms the importance of five areas for action to improve the lives of adults with autism, which are in line with those identified in the original national autism strategy:

- increasing awareness and understanding of autism;
- developing clear, consistent pathways for the diagnosis of autism;
- improving access for adults with autism to services and support;
- helping adults with autism into work; and
- enabling local partners to develop relevant services.

In particular, "Think Autism" has a new focus on:

- building communities that are more aware of and accessible to the needs of people with autism;
- promoting innovative local ideas, services or projects that can help people in their communities; and
- how advice and information on services can be joined up better for people.

The National Autism Strategy sets out a vision for all public services in England to respond appropriately to the needs of people with autism. The central vision of the strategy can be summarised as follows:

"All adults with autism are able to live fulfilling and rewarding lives within a society that accepts and understands them. They can get a diagnosis and access to support if they need it, and they can depend on mainstream public services to treat them fairly as individuals, helping them to make the most of their talents".

Revised Statutory Guidance

The Department of Health published statutory guidance to support the updated strategy in December 2014, following a public consultation exercise. The revised statutory guidance covers 9 areas:

1. Training of staff who provide services to adults with autism;
2. Identification and diagnosis of autism in adults, leading to assessment of needs for relevant services;
3. Planning in relation to the provision of services for people with autism as they move from being children to adults;
4. Local planning and leadership in relation to the provision of services for adults with autism;
5. Preventative support and safeguarding in line with the Care Act 2014 from April 2015;
6. Reasonable Adjustments and Equality – This is a theme that is relevant to all our functions and which we plan to monitor through Equality Impact Assessment;

7. Supporting people with complex needs, whose behaviour may challenge or who may lack capacity;
8. Employment for adults with autism;
9. Working with the criminal justice system.

Summary of situation in Bexley

Bexley Autism Board

Local delivery of the Adult Autism Strategy is overseen by the Bexley Autism Board, which reports to the Bexley Health and Wellbeing Board.

The Board has operated as a Partnership Board in its own right since January 2016 and meets regularly with a commitment to meet every two months. A wide range of organisations and individuals are represented on the Board, including the Council, NHS Bexley Clinical Commissioning Group, Oxleas NHS Foundation Trust, London Fire Brigade, Metropolitan Police, Job Centre Plus, Care Providers, Voluntary Groups and Service User/Carer representatives.

A high level of commitment is required by those responsible for commissioning and delivering services in Bexley. Achieving the outcomes and service ambitions of the updated national strategy, 'Think Autism' will take time: these are not short term goals.

We recognise that we will need to work together with partners across the public, private and voluntary sectors to meet the challenge of delivering the changes required to improve the lives of people with autism, their carers and their families.

Local Self Assessment

The Department of Health monitor our progress against the strategy through the completion of an autism self-assessment. Our latest self-assessment was submitted to Public Health England in October 2016. The findings from the self-assessment show good progress in addressing the statutory requirements of the Autism Act 2009. The self-assessment provides a basis against which our future progress in delivering the strategy can be measured.

Progress in Bexley

The self-assessment contains 20 'Yes/No' questions and 31 nationally-agreed measures, which are rated using a RAG 'traffic light' system. The questions and measures cover eight main areas, which are:

- Planning
- Training
- Diagnosis led by the local NHS Commissioner
- Care and support
- Housing and accommodation
- Employment
- Criminal Justice System

The self-assessment for LB Bexley shows there were 3 measures (10%) where our position was assessed as RED, 15 measures (48%) where our position was assessed as AMBER, and 13 measures (42%) where our position was assessed as GREEN. Out of the 20 'Yes/No' questions, LB Bexley answered 'Yes' to 14 (70%) of them and 'No' to 6 (30%) of them.

What we do well

Planning

We have designated strategic and operational leads for adults with autism and an established Autism Partnership Board, which meets regularly. The Autism Board includes representation from a range of statutory, voluntary and provider organisations and at least one person with autism and 2 carers, who are meaningfully involved.

Training

We have published an autism awareness training strategy, which includes a list of Council service areas and staff groups in customer-facing roles. Staff at the Council have access to an autism awareness e-learning module and we monitor completion. Our training strategy includes links to other online training resources that can be accessed by other agencies, including GPs. We have autism champions within adult social care, who have attended specialist training offered by the National Autistic Society. Providers commissioned by the CCG and Council, including our local Mental Health Foundation Trust, are expected to ensure that the skills and abilities of the workforce reflect the needs of patients and service users.

Diagnosis led by the local NHS Commissioner

A local autism diagnosis pathway for adults has been in place since 2013. GPs are aware of the service and know how to make referrals. The diagnosis service has not yet been able to sustainably reach NICE recommended waiting times but, in all other respects, the model is fully compliant with NICE guidelines.

Care and support

We have a recognised pathway for people with autism and their carers to access a care assessment and other support. Specialist assessment services are available, if required, and commissioned on a case-by-case basis. There are also mechanisms in place to ensure adults with autism, who would not otherwise be able to participate within our processes, have access to advocacy.

The Bexley Care Hub and Bexley's Local Offer are a source of information and advice, including information about care and support options. We have also developed a Directory of Services for people with Autism, which includes some services available to people with autism who are not eligible for statutory services.

Housing and accommodation

We have published a Market Position Statement, which highlights the needs of people with learning disabilities and/or autism. In particular, we are working with housing and regeneration services to plan for housing needs, which includes increasing the supply of supported living accommodation in the Borough.

Employment

Bexley Twofold is the job search, skills and supported employment service for residents in Bexley with learning disabilities, many of whom may also have autism and have a need for support to access training and employment opportunities. The long-term aim is to help people obtain and sustain suitable paid employment. The target group are people over 18 but the

service has a role in developing pathways for young adults with learning disabilities going through transition.

Other Bexley Twofold support includes a new scheme with Bexley Mencap called 'Works For Me', which was piloted in 2015 to support people with autism to develop skills that increase their confidence and ability to job search.

Our Local College First Programme is a tailored local offer of further education provision for post 18 school leavers who have complex needs. It is for young people, including those with autism, who have been assessed as needing additional support not available on mainstream courses. This support is a combination of person centred teaching programmes, employment skills and 1:1 Information, Advice and Guidance (IAG).

Criminal Justice System

We have had some limited engagement with the police, probation and court service, which has included contributions to the Self-Assessment.

Areas for improvement

Planning

We have seen some improvements in data collection but this continues to be a challenging area in that the available local data suggests that this is underreported in comparison with estimated prevalence data. Current data sources include:

- Autism prevalence data
- Children in education need
- Child autism diagnosis figures
- People with an autism diagnosis known to adult social care
- People coming through the adult autism diagnosis service or who already have an autism diagnosis and are known to Oxleas Mental Health Foundation Trust.

Further work is needed to co-ordinate data collection so that this is routinely collected and shared. We need to more fully understand what data is currently being collected for all ages across different organisations. This should include analysis of data, where available, to help identify any trends, build up a more comprehensive picture of pathways across the lifecourse and the outcomes or end destinations for people with autism. Consideration could be given to setting up a register, including the option for people to self-identify. We need to engage further with Primary Care and GPs to explore the feasibility of sourcing data from GPs.

There is scope to develop a more effective approach towards communications and engagement. We need to use a variety of mechanisms, not just to engage with people with autism, their families and carers, but to raise awareness about autism within the wider community. Potential opportunities include:

- Engaging within our own organisations
- Increasing representation of people with autism and carers on the Board
- Consultation on the autism strategy and self-assessment framework
- Focus groups to explore key issues and co-produce solutions
- Raising awareness of autism across all communities, including workplaces and other organisations (e.g., World Autism Awareness Week).

We need to continue to focus on improving the effectiveness of transition planning from age 14 for children and young people with autism, who have ongoing support needs. Existing joint work between Children's and Adults' Services aims to ensure that transition is seamless and

there is no cliff edge when a child turns 18 years old. The Autism Board will need to make the connections between this strategy and the Preparing for Adulthood Strategy so that work streams to support transitions for people with autism are co-ordinated across agencies. We also recognise that not all young people with autism will have Education, Health and Care plans or be eligible for care and support as an adult. However, this should not prevent the implementation of good practice in providing information for children and young people with autism as they move to being adults, such as:

- Good information for children, young persons and parents, including careers information, advice and guidance
- Input from the Autism Partnership Board in reviewing the Local Offer and information on the Bexley Care Hub. This includes ensuring there are links from the Local Offer to the services and resources on Bexley Care Hub.
- Working with schools, colleges and other post-16 providers, as well as other agencies, to support young people to participate in education or training
- Improving access to specialist and ongoing employment support, including traineeships and apprenticeships
- Peer support and opportunities for people to spend time with others who have the same diagnosis
- Voluntary work placements in settings where autism is understood and accommodated.

Our planning should take account of the needs of adults aged 65 and over. We recognise the challenge of identifying older people with autism, who may not have been diagnosed as children or who were diagnosed and are now entering old age. This is an important issue in terms of ensuring care and support in later life is appropriate to their needs and that appropriate reasonable adjustments are made.

It will be important to continue to monitor referrals and diagnosis rates among women and people in BME communities. This will help us to take account of the particular needs of these groups in our planning and implementation of the strategy.

Training

Autism awareness training is available to staff working in health and social care but there remains an opportunity to continue to improve knowledge across services. In particular, we need to ensure that all staff in customer-facing roles can identify the potential signs of autism and understand how to make reasonable adjustments for people on the autistic spectrum.

More specialist autism training should be available for certain staff including those practitioners who have identified an interest to specialise in autism. We need to be assured that there are appropriate arrangements in place to enable specialist training to be provided to those who need it to do their job (e.g., staff who carry out statutory assessments). Also, we do not have specific training that focuses on adults with autism over the age of 65.

Autism statutory guidance recommends that we should involve adults with autism, their families and carers and autism representative groups when commissioning or planning training. This may be in terms of inviting them to comment on or contribute to training materials, or asking them to talk to staff about autism and how it affects them, or to help deliver the training itself.

A multi-agency autism training plan would enable us to work more effectively across local organisations and make best use of our collective resources. For example, it would clearly be of value across all public services to ensure that staff, who provide services to people with autism, have received autism awareness training. This should include providers of services to

support people into employment, police, probation and the criminal justice system. Whilst our self-assessment includes examples of training taking place, a more co-ordinated approach to the delivery of this training across the borough would be beneficial.

Diagnosis led by the local NHS Commissioner

Our adult diagnosis service is working towards meeting NICE recommended [QS51] waiting times from first referral to being seen for the first time in clinic. The NICE Quality Standard recommends starting a diagnostic assessment of people with possible autism within three months of their referral. On average, the wait between referral and assessment for Bexley residents is 11 to 12 months.

Within our local diagnostic pathway, we need to ensure that a diagnosis of autism automatically triggers an offer of a needs assessment or re-assessment under the Care Act 2014. This will include diagnostic staff understanding Care Act eligibility and giving advice and guidance to people where appropriate.

Care and support

We need to make sure there is readily accessible information on all relevant support services available to people with autism, as required in the statutory guidance. This should be kept up-to-date and be compliant with the Accessible Information Standard.

As part of developing our multi-agency training plan, we need to consider the arrangements for ensuring that all advocates working with people with autism have been appropriately trained. We need to verify that a programme is in place through members of the Autism Partnership Board and that all partnership members that provide or commission advocacy have been covered.

We recognise that people with autism experience, often unseen, barriers to social inclusion. The strategy contains some key actions that will contribute towards socially-inclusive outcomes, including:

- raising awareness of autism among the general public and through staff training
- access to advocacy within care and support pathways
- making reasonable adjustments to mainstream services covered by the Autism Partnership Board
- improve support to gain and maintain employment
- access to personalised care and support for those with eligible needs.

Feedback received from some providers has suggested that there is still a gap for people with autism who do not have complex needs or do not meet the eligibility threshold for services. People with autism and their parents/carers have also given us their feedback about the types of support that would help them, including information and advice, social groups, befriending and carers support.

Existing provision includes access to advocacy, information and signposting to local services, and some specific (but limited) support to people with autism. In addition, a range of support is available for carers, including the Bexley Carer's Wellbeing Hub, a dedicated Carers' Support Worker in Adult Social Care and the Carers' Counselling Service. There is scope to work across partners to raise awareness of existing universal and prevention services and ensure that reasonable adjustments are made for people with autism, where required. Options for addressing gaps in provision will need to be further explored and evidence-based. There may be things that can be achieved without additional resource or opportunities to secure additional external funding to help address gaps in provision.

Housing and accommodation

Existing strategies and documents do not currently include a comprehensive range of types of housing need for people with autism or estimated numbers of placements required.

Housing requirements of people with autism are mentioned in the Council's Market Position Statement but not set out in detail. The Growth Strategy is the Council's manifesto for growth and ideas are set out in a general sense. It highlights housing outcomes to increase the supply of well-designed homes, to ensure there is an increasingly diverse range of homes to meet different needs and, in the longer term, to ensure housing need across all groups is effectively met.

Strategic Planning and Growth are commissioning a SHMA (Strategic Housing Market Assessment). The output will provide the Council with guidance on the extent of overall housing need within the borough, in terms of type, tenure and size, as well as the need for affordable housing, and the specific housing needs of particular groups. The evidence base will be reviewed and conclusions/priorities fed into a 10 year borough wide housing strategy. The strategy will require significant input from commissioners as regards the collation of the evidence base.

Employment

We need to explore how we can best help people with autism into employment and to sustain their employment. Further engagement is needed with Job Centre Plus, other employment support providers and employers to review what support is currently available and how we can improve on this offer. This might also include securing additional funding streams to develop or enhance suitable supported employment initiatives.

In 2015, a new scheme was piloted with Bexley Mencap, called 'Works For Me'. The aim of the scheme is to support people with autism to develop skills that increase their confidence and ability to job search. We need to further consider the learning from the pilot and next steps.

Criminal Justice System

Access to an appropriate adult service is available for people with autism in custody suites and nominated 'places of safety'. The Appropriate Adult Service is involved in the delivery of autism awareness training to all Appropriate Adults in London. We need to verify what recent training has been undertaken by Appropriate Adults, who support detained persons from Bexley and the training scheduled in the future.

Further engagement with Criminal Justice Services (police, probation and court services) needs to take place. We have not been able to verify whether people with autism are included in the development of local criminal justice diversion schemes. Representatives from CJS agencies do not regularly attend meetings of the Autism Board.

How we compare to other Boroughs

The results of the 2016 Autism self-assessment exercise were published by Public Health England on 22 June 2017. 145 out of 152 local authorities participated in the self-assessment between July and November 2016. The results from the self-assessment show the progress being made to deliver the national autism strategy across the country. The full report can be found here: <https://www.gov.uk/government/publications/autism-self-assessment-framework-exercise>

Vision for people with autism in Bexley (selection of I statements)

To be an equal part of my local community

1. I want to be accepted as who I am within my local community. I want people and organisations in my community to have opportunities to raise their awareness and acceptance of autism.
2. I want my views and aspirations to be taken into account when decisions are made in my local area. I want to know whether my local area is doing as well as others.
3. I want to know how to connect with other people. I want to be able to find local autism peer groups, family groups and low level support.
4. I want the everyday services that I come into contact with to know how to make reasonable adjustments to include me and accept me as I am. I want the staff who work in them to be aware and accepting of autism.
5. I want to be safe in my community and free from the risk of discrimination, hate crime and abuse.
6. I want to be seen as me and for my gender, sexual orientation and race to be taken into account.

The right support at the right time during my lifetime

7. I want a timely diagnosis from a trained professional. I want relevant information and support throughout the diagnostic process.
8. I want autism to be included in local strategic needs assessments so that person centred local health, care and support services, based on good information about local needs, is available for people with autism.
9. I want staff in health and social care services to understand that I have autism and how this affects me.
10. I want to know that my family can get help and support when they need it.
11. I want services and commissioners to understand how my autism affects me differently through my life. I want to be supported through big life changes such as transition from school, getting older or when a person close to me dies.
12. I want people to recognise my autism and adapt the support they give me if I have additional needs such as a mental health problem, a learning disability or if I sometimes communicate through behaviours which others may find challenging.
13. If I break the law, I want the criminal justice system to think about autism and to know how to work well with other services.

Developing my skills and independence and working to the best of my ability

14. I want the same opportunities as everyone else to enhance my skills, to be empowered by services and to be as independent as possible.

15. I want support to get a job and support from my employer to help me keep it.

Priorities for 2017 to 2019

1. Waiting times for assessment being compliant with NICE guidance

The purpose of this priority is to work towards achieving NICE compliant diagnosis waiting times and to achieve a defined pathway out following diagnosis to either appropriate advice and guidance or Adult Social Care services where there is eligible need by March 2019.

The aim is to support people with autism to get the right support at the right time. The priority will monitor and continue to seek improvements on the current waiting time for assessment and diagnosis in addition to reviewing and improving the pathway following diagnosis and support service. The board aim to review available advice and information on support services for people with autism. In addition, the board will oversee a review with the view to improving pathways to assessments and access to other services following diagnosis, including social care assessments, where appropriate.

2. Improve accessibility in organisations

The purpose of this priority is to improve accessibility in organisations over the next two years to March 2019. This includes ensuring that all agencies represented on the board have an appropriate awareness of the needs of people with autism and that front facing staff have sufficient awareness to communicate and engage with people with autism.

The training offer is to support wider understanding of communicating, engaging and working with people with autism. The board aspires to improve the awareness of all organisations represented on the board to ensure that front facing services and businesses understand the issues and are able to recognise and engage with people with autism. The focus will be on promoting awareness raising for all customer facing services and to enhance the level of understanding of assessors across health and social care who will work with and assess people with autism. It is acknowledged that not all services locally currently have access to Autism Awareness learning. The board aims to map out what is currently available and to promote the need to develop appropriate learning opportunities for all front facing staff to develop this awareness.

3. Publicity / engagement and Communications

This priority aims to ensure that the work of the board and its representatives in developing services, advice and information have had sufficient input from people with autism and are communicated effectively to the public.

There is a recognition that advice and information needs to improve locally for people with autism. This includes advice and information on services for people with autism as well as testing the accessibility to general advice and information. The aim is to review the accessibility to current advice and information with a focus on Adult Social Care's information website (the Care Hub). There will also be a requirement to ensure that work of the Autism Partnership Board and this strategy is communicated and publicised and that people with autism continue to be appropriately engaged in the priorities of the board.

4. Transition from childhood / Preparing for adulthood

The purpose of this priority is to ensure a continued focus on improving the effectiveness of transition planning for children and young people with autism into adulthood. This includes making connections between this strategy and the Preparing for Adulthood Strategy so that work streams are coordinated. We want to avoid duplication with the Preparing for Adulthood work stream and therefore the Preparing for Adulthood Programme Board will take the lead on

ensuring appropriate transition planning takes place for young people with autism. To help deliver this, we will work with the Preparing for Adulthood Programme Board to:

- build up a picture of the numbers of children and young people with autism in Bexley that includes both those in touch with services and those who are not;
- engage further with schools and colleges and review pathways out-of-school;
- engage further with health partners, including GPs and Oxleas NHS Foundation Trust, to understand needs and build on existing transition pathways in line with good practice. This includes applying the lessons from CQC's 2014 report '*From the pond into the sea: Children's transition to adult health services*';
- identify any gaps in services and learn from what other local areas are doing;
- bid for preventative resources to help address the needs of those who are not eligible for statutory services.

5. Education, Training and Employment of people on the autism spectrum

The purpose of this priority is to continue to promote in our area the education, training and employment of people on the autistic spectrum. We will continue to offer our Local College First programme to post-18 school leavers who have complex needs. We will seek to build on this by further developing pathways for people with autism beyond school into further education, training and employment. This includes ensuring access to good information and advice, as well as working with schools and post-16 providers to support participation in education and training. In addition, we will further engage with Job Centre Plus, other employment support providers and employers to review what support is currently available and how we can improve on this offer. Opportunities to secure additional funding streams to develop or enhance suitable supported employment initiatives will be explored.

6. Data collection

The purpose of this priority is to have achieved a better understanding of the local needs in relation to Autism by April 2018.

Improved data collection and an understanding of the number of people in the borough who have a diagnosis of autism is required. This is to enable us to understand the local need and commission support services appropriately. Currently we have a number of different organisations that hold information about people with autism known to their services. The aim is to improve data sharing between organisations to enable us to have a better understanding of the number and need locally to inform service provision and commissioning intentions. This will require an ability to cleanse data to enable an accurate understanding of the number of people with autism in the borough and types of needs. As a minimum, the aim is for the communication and data sharing to improve amongst organisations on the board and to consider the benefit of resourcing an autism register locally. Autism will also be one of the areas covered in the new Joint Strategic Needs Assessment, which is due to be prepared by April 2018. We need to routinely collate 'all-age' data on people with autism across organisations and understand the outcomes achieved for those in touch with services, including education data on the end destinations of young people with autism aged 16 years and over.

7. Improving board membership

The purpose of this priority is to expand the representation and engagement of local services on the board in 2017/18.

The Autism Partnership Board is vital in addressing the areas of improvement in the local self-assessment. It is acknowledged that the governance of the board was strengthened in 2016, as the board now reports to the Health and Wellbeing Board. It is vital that all relevant partners and agencies are represented on the board to enable the learning from the board to improve local services in Bexley and improve the awareness of a wide range of businesses

and organisations in the local community. There is an ongoing commitment from partners to ensure regular attendance at meetings. There will be a focus for the board to improve the membership and engagement of partners in areas that are identified as an important part of a person with autism's life. Areas of required representation to be expanded and improved upon have been identified as primary care, job centre plus, housing, police, probation and court services.

Use of Terminology

In our local strategy, we use the same terminology and definition of autism as that outlined in the National Autism Strategy and statutory guidance. We recognise that there are a number of terms that different individuals and groups prefer to use. In this strategy, we use the term "autism" as an umbrella term for all diagnoses on the autism spectrum, including Asperger Syndrome, high functioning autism, Kanner or classic autism. This is in line with the approach to terminology adopted by key autism representative organisations, including the National Autistic Society, and will help ensure the strategy is understood by and accessible to the widest possible audience.

Appendix A - Action plan

London Borough of Bexley Autism Action Plan
Issues from SAF:

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 1 NICE recommended waiting times and keeping within them	Red	Our area already meets NICE recommended waiting times.	<ul style="list-style-type: none"> Continue to monitor activity and waiting times through contract monitoring processes (quarterly). Review whether referral rates are currently well-matched to capacity for the service (quarterly). 	Lead: Dr Elizabeth Kilbey, Consultant Clinical Psychologist / Adult ASD & ADHD Team Manager, Oxleas NHS Foundation Trust Supported by: Integrated Commissioning Team.	March 2019
Priority 1 A diagnosis of autism automatically triggers an offer of a care assessment (or re-assessment)	No	Yes	<ul style="list-style-type: none"> To review Adult Social Care pathways and advice and information access. 	Lead: Bonny Waterman / Deborah Travers, Bexley Care Supported by: Dr Elizabeth Kilbey, Consultant Clinical Psychologist / Adult ASD & ADHD Team Manager, Oxleas NHS Foundation Trust Rhys Davies, Complex Care	March 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 2 Reasonable adjustments across council and NHS services, incl health and social care information support and advice	Amber	A clear council policy covering reasonable adjustments. Evidence of widespread implementation of reasonable adjustments for people with autism, incl. promotion of reasonable adjustments across a wide range of other public services (such as colleges, libraries and public transport).	<ul style="list-style-type: none"> Share policies amongst agencies and map out gaps in the local services. 	Lead: Bonny Waterman, Bexley Care Supported by: Rhys Davies, Complex Care Christine Rivers, Head of Equality and Human Rights, Oxleas NHS Foundation Trust Paul Fisher, Operations, Partnership and Development Manager, Libraries, Bexley Council Acute Liaison Nurse, Queen Elizabeth Hospital Acute Liaison Nurse, Lewisham Hospital Acute Liaison Nurse, Darent Valley Hospital	March 2019

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 2 Autism Awareness Training	Amber	Focus on all staff. Comprehensive range of local autism training that meets NICE guidelines and data on take up. Workforce training data collected from all statutory organisations and collated annually, gaps identified and plans developed to address them. Autism training plan/strategy published.	<ul style="list-style-type: none"> • Review the Council's Autism Awareness Training. • Develop a training matrix for organisations represented on the board. • Oversee the improvement of awareness raising training take up within local organisations. 	Lead: Bonny Waterman, Bexley Care Supported by: Rhys Davies, Complex Care mcch's Autism Training Group Steve Keating / Chris Hill Carer representatives Maria Ahmed, Organisational Development, Bexley Council Oxleas NHS Foundation Trust Mark Hooper, Heritage Care Dr Karen Upton, Primary Care	July 2017 – Oct 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
<p>Priority 2: Specific training provided to staff that carry out assessments on how to make adjustments in their approach and communication</p>	Red	More than 75% of assessors have attended specialist autism training specifically aimed at applying the knowledge in their undertaking of a statutory assessment, e.g. applying the Care Act.	<ul style="list-style-type: none"> Board to monitor compliance with the training matrix. 	<p>Lead: Bonny Waterman, Bexley Care</p> <p>Supported by:</p> <p>Rhys Davies, Complex Care</p> <p>Maria Ahmed, Organisational Development, Bexley Council</p> <p>Oxleas NHS Foundation Trust</p> <p>Dr Karen Upton, Primary Care</p> <p>NHS Bexley CCG</p> <p>Providers</p>	July 2017 – Oct 2018
<p>Priority 2 A programme in place to ensure that all advocates working with people with autism have training in their specific requirements</p>	Amber	Programme in place, all advocates are covered.	<ul style="list-style-type: none"> Review availability and coverage of existing training to advocates. A training programme is in place, covering all advocates. To be included on the training matrix. 	<p>Lead: Jon Wheeler, Advocacy For All</p> <p>Supported by:</p> <p>Maria Ahmed, Organisational Development, Bexley Council</p>	July 2017 – Oct 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 3 Engagement of people with autism and their families and carers in planning	Amber	A variety of mechanisms are being used so a cross section of people on the autistic spectrum are meaningfully engaged in the planning and implementation of the Adult Autism Strategy. People with autism are thoroughly involved in the Autism Partnership Group.	<ul style="list-style-type: none"> • To consult publicly on the draft Adult Autism Strategy. • To include strategy on organisation's websites. • To include in organisation's publications. • People with autism and their families and carers are involved in the development of training resources. 	Lead: Bonny Waterman, Bexley Care Supported by: John Ferry, Communications Team, Bexley Council Rhys Davies, Complex Care Mark Hooper, Heritage Care Partner organisations	July - Nov 2017

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 3 Information about local support across the area is accessible to people with autism	Amber	There is readily accessible information (as required in the statutory guidance and the Accessible Information Standard) available on all relevant support services available for people with autism.	<ul style="list-style-type: none"> • To test accessibility to the Care Hub. • To share the information held on the Care Hub with the board. • Engage with ICT teams in the Council and partner organisations to promote accessible information on websites. 	Lead: Kerry Kear, Liquid Logic Team, Bexley Council Supported by: Gwen Wigg, mcch Bridging The Gap South East Other representatives of people with autism and their carers Deborah Travers, Bexley Care Paul Fisher, Operations Partnership and Development Manager, Libraries Operations Team, Bexley Council Paul Thorpe, Web and Digital Services Manager, Bexley Council Mark Bradley / Dr Elizabeth Kilbey, Oxleas NHS Foundation Trust	March 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
<p>Priority 4 Transition to adults services takes account of the particular needs of young people with autism</p>	Amber	<p>Transition process automatic. Training inclusive of young people's services. Analysis of the needs of population of young people, including those without education health and care (EHC) plans with autism as a primary or secondary need and specialist commissioning where necessary and the appropriate reasonable adjustments made.</p>	<ul style="list-style-type: none"> • Work being led by the Council includes a Preparing for Adulthood improvement plan, which currently reports to the wider SEND implementation plan and board. • Regular updates about the Preparing for Adulthood Improvement Plan to be sent to the autism board throughout the year. 	<p>Lead: Yolanda Dennehy, Bexley Care</p> <p>Supported by:</p> <p>Integrated Commissioning Team, NHS Bexley CCG</p> <p>Rashida Adenakan, Preparing for Adult Life Team, Bexley Care</p> <p>Complex Needs Manager, Children's Services, Bexley Council</p> <p>Sheila Reynolds, Inclusion and Statutory Assessment, Bexley Council</p> <p>Owen Chiguvare, Disabled Children's Service, Bexley Council</p> <p>Carl Coffey, Leaving Care Team Manager, Bexley Council</p> <p>Mark Bradley, Clinical Lead for Transition, Oxleas NHS Foundation Trust</p> <p>Bexley Child and Adolescent Mental Health Services</p>	March 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
<p>Priority 5 Continue to promote in our area the education, training and employment of people on the autism spectrum</p>	Green	Autism is included within the Employment or worklessness Strategy for the Council / or included in a disability employment strategy. Focused autism trained employment support. Proactive engagement with local employers specifically about employment of people with autism including retaining work. Engagement of the local job centre in supporting reasonable adjustments in the workplace via Access to Work.	<ul style="list-style-type: none"> • Continue to offer our Local College First programme to post-18 school leavers who have complex needs. • Further develop pathways for people with autism beyond school into further education, training and employment. This includes ensuring access to good information and advice, as well as working with schools and post-16 providers to support participation in education and training. • Further engage with Job Centre Plus, other employment support providers and employers to review what support is currently available and how we can improve on this offer. • Secure additional funding streams to develop or enhance suitable supported employment initiatives. • Need to include access to initial selection for employment and to alternatives to interview, etc. 	<p>Preparing for Adulthood Lead: Rashida Adenakan, Preparing for Adult Life Team, Bexley Care</p> <p>Employment Leads: Emma Sampson , Growth and Partnerships / Lisa Shand, Bexley Twofold</p> <p>Supported by:</p> <p>Simon Boyle / Wendy Brown, Job Centre Plus</p> <p>Sheila Reynolds, Inclusion and Statutory Assessment, Bexley Council</p> <p>Owen Chiguvare, Disabled Children's Service, Bexley Council</p>	March 2018

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Priority 6 Data Collection	Amber	An established data collection and sharing policy inclusive of primary care, health provision, adult social care, schools or local education authority and voluntary sector care providers is in place and used regularly.	<ul style="list-style-type: none"> • Agree a data sharing governance to share current information and data. • Triangulate the data we have on a regular basis and report to the Autism Partnership Board. • Consider resource and capabilities to collate an autism register. • Data collection to include analysis of the needs of the population of people aged 65 and older inclusive of autism. • Data collection to include BME information and gender. 	Lead: Mark Bradley, Oxleas NHS Foundation Trust Supported by: Julie Lucas, Information Governance Manager, Oxleas NHS Foundation Trust Dr Elizabeth Kilbey, Consultant Clinical Psychologist / Adult ASD & ADHD Team Manager, Oxleas NHS Foundation Trust Lorraine Harker, Strategy, Performance and Insight Team, Bexley Council Dr Sarah Ismail, Lead Consultant Community Paediatrician, Bexley Child Development Centre / Autism Assessment Service, Oxleas NHS Foundation Trust Tracey Lewis-Akinlade, Business Support Manager, Children's Services, Bexley Council Integrated Commissioning Team Gerry Kenny, Bridging the Gap mcch	April 2018

<u>Issue</u>	<u>Current Rating</u>	<u>What do we need to be GREEN?</u>	<u>What can Autism Partnership Board do about it</u>	<u>Who?</u>	<u>By When?</u>
Priority 6 Adequacy of current data collections	Amber	Information from GPs, Schools or Local Education Authority, voluntary sector, providers, assessments and diagnosis are all collected and compared against the local population prevalence rate.	<ul style="list-style-type: none"> Regular reporting on a quarterly basis of this data to the board. 	As above	April 2018
Priority 6 Local housing strategy and/or market position statement specifically identify autism	Amber	Comprehensive range of types of housing need for people with autism considered including estimates of numbers of placements required in each category.	<ul style="list-style-type: none"> Development of Housing Strategy. Strategic Planning and Growth are commissioning a Strategic Housing Market Assessment. Preliminary evidence base assessment workshops are planned for March. Set up a housing sub-group to undertake further work on this issue. 	<p>Lead on SHMA/coordination of Housing Strategy/current supply : Seb Salom, Head of Strategic Planning & Growth / Kevin Murphy, Head of Housing Services, Bexley Council</p> <p>Supported by: Lead officers in ASC and Health on evidence base collation/assessment/ commissioning</p>	<p>Review progress April 2018</p> <p>March 2018</p>
Priority 7 The Criminal Justice Services (police, probation and, if relevant, court services) are engaged with you as key partners in planning for adults with autism	Amber	<p>As amber, but in addition:</p> <ul style="list-style-type: none"> * people with autism are included in the development of local criminal justice diversion schemes. * representative from CJS agencies regularly attend meetings of the autism partnership board or alternative. * there is evidence of joint working such as alert cards or similar schemes in operation. * there is evidence of joint/shared training. 	<ul style="list-style-type: none"> Further engage with Criminal Justice Services as key partners in planning for adults with autism. 	<p>Chief Inspector Peter Bodley, Metropolitan Police Service</p> <p>Lucien Spencer, Area Manager, London Community Rehabilitation Company</p> <p>Janet Gittens, South East London Magistrates' Courts</p>	March 2018