

## Appendix 1: All-Age Autism Strategy for Worcestershire: Action Plan Update

Priority	We said we would	We have done	We will do next	Update 2017
The pathway for diagnosis and support	We will ensure that all children, young people and adults can have a diagnosis if they need it.	<p>Renewed Asperger's contract for 2016/17</p> <p>Health commissioners and the NHS Provider are engaging with education colleagues to develop a pathway where key partners understand their roles and responsibilities, NICE guidance is being followed, and parents and carers can receive clear information on what to expect.</p>	<p>Review and revise Asperger's pathway as part of recommissioning plans for 2017/18</p> <p>Complete the joint health, social care and health pathway.</p>	<p>Agreement to extend the contract for a further year (2017/18) was granted in February 2017 by the CCG, at the same level of funding as previous years of £100,000.</p> <p>In March 2017, 95 people were waiting for initial screening and demand for 2017/18 was expected to be 81. The approximate waiting times were 5 months for an initial assessment and a further 41 months for full diagnosis.</p> <p>In order to clear the waiting list, an extra £100,000 funding was allocated for 2017/18, with a £50,000 contribution from Public Health and an extra £50,000 from the CCG making up this amount.</p> <p>Discussions were held with the provider and it was agreed that between April and September 2017, no new referrals would be accepted in order to address the backlog:</p> <ul style="list-style-type: none"> <li>• 14 initial appointments to be offered per month</li> <li>• 14 diagnosis appointments to be offered per month</li> <li>• Two slots per month allocated for high risk referrals.</li> </ul> <p>During the second half of 2017/18,</p>

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				<p>high risk referrals will continue to be managed.</p> <p>The Commissioner is working closely with the provider to monitor progress.</p> <p>GPs have been made aware of the plans for 2017/18 and all new referrals will be placed on a waiting list which will be considered from October 2017.</p> <p>At current activity rates, (based on referrals received in April and May 2017), we would expect 222 referrals for the year. An initial appointment costs £150, so for 222 people, this totals £33,300. A full diagnosis costs £1,500. Based on the current initial appointment to full diagnosis rate of 50%, this would cost £165,500, totalling £199,800. This figure does not include costings for psychological support, which may be offered for adults who either do not go through a clinical diagnosis or need low level support prior to undergoing clinical diagnosis.</p> <p>If this is the case, the waiting list will mean that people will have to wait for over 11 months to be seen based on current activity levels.</p>

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				<p>During 2017/18, the CCG will develop a pathway for those with low level mental health needs, ADHD etc who are not Care Act eligible but need help and advice, as it is recognised that early intervention is important.</p> <p>The Wellbeing Hub commissioned from WHCT by the CCG is universally available to the population and provides support for lower level issues and self-referral into the Worcestershire Healthy Minds Service.</p> <p>There is a review of wellbeing provision across Herefordshire and Worcestershire, as a workstream of the STP, led by Public Health colleagues which commissioners are supporting and will likely lead to a revision of the service specification to include wider wellbeing support.</p> <p>The Hub provides support for those with lower level needs, whether that is a primary need, or secondary to another condition such as a long-term physical health condition or an autistic spectrum disorder.</p>
		<p>From a children's perspective, in terms of diagnosis, the Neuro developmental (ND) pathway (Umbrella pathway) is the route for assessment which may lead</p>	<p>A project group have recently agreed a revised pathway in terms of how assessments are organised and co-ordinated across relevant professionals and this is being</p>	<ul style="list-style-type: none"> <li>• Patient experience session held in October 2016, facilitated in partnership with Healthwatch Worcestershire, which resulted in a 'You said,</li> </ul>

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		<p>to diagnosis. Currently, this pathway is being reviewed due to health commissioners becoming aware of long waiting times through feedback from families, and through feedback from the West Midlands Quality Review Service (WMQRS) CAMHS Peer review.</p>	<p>trialed until June 2016.</p>	<p>we did' document and has informed ongoing review and improvements.</p> <ul style="list-style-type: none"> <li>• Funding identified to resource additional time for professionals undertaking assessments in both clinical and education settings, which has reduced waiting times for assessment and diagnosis.</li> <li>• Review of the process in order to ensure an equitable and consistent county wide assessment pathway with regular meetings of professionals to review referrals, plan assessments and agree diagnoses.</li> <li>• New information leaflets developed, with parents consulted on these prior to publication.</li> <li>• Referral to the pathway can be made by a range of professionals and is to be broadened to include SENCOs.</li> </ul> <p>Connecting Families: 15 families asked for help specifically around ASD:</p> <ul style="list-style-type: none"> <li>- 8 of these were around support to access the umbrella pathway or diagnosis</li> <li>- 1 was around getting the right support in school</li> <li>- 4 were around accessing</li> </ul>

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				<p>support for ASD</p> <ul style="list-style-type: none"> <li>- 1 was around understanding their own ASD</li> <li>- 1 was around accessing appropriate activities</li> </ul> <p>All of these were young people under 18.</p> <p>There will be a number of other young people whose families have been supported who have ASD but who did not explicitly mention it in their demands when then were asking for help e.g. the might have asked 'Help me to access the right school place for my son' and the reason this is necessary is for ASD support but this wasn't specifically recorded.</p> <p>One issue which was expressed by workers during the year in terms of barriers was the difficulty in knowing what services and support are available for families after diagnosis and accessing these – found this a difficult area to access support, information or groups for families.</p> <p>The Autism Partnership Board will focus on this issue to ensure that signposting to service for parents and carers is clear.</p>
Awareness raising and	We will build on existing training	We have developed a training pack Appendix 2 - Think Autism	This programme will now be rolled out to all partners by September	In terms of training to teachers and others, this is available locally from

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training	already available for professionals working with children, young people and adults across all partner organisations	Spectrum Training, which follows a pathway of four levels:  Level 1 Basic Awareness Level 2 Ability to apply basic principles daily Level 3 Ability to assess needs and adapt approaches in a more complex way Level 4 Highly specialised knowledge with understanding of policy	2016 with a Learning Passport being introduced to monitor the take up of training by staff and volunteers across the system.	Babcock Prime, which is an Autism Education Trust (AET) programme partner and as such delivers a range of face to face training programmes for all professionals working in early years, school and post 16 settings to help them meet the needs of children and young people on the autism spectrum. The AET materials are aimed at the educational setting but are adaptable for other audiences. They have also been delivered to social workers, staff in children's homes, parents, kinship and adopters, with very positive feedback received and opportunities are being explored to offer training to others including those working with young people in the criminal justice system. Babcock Prime's Autism/Complex Communication Needs team can also offer tailored support and advice to schools and settings, to help learners with autism or complex communication needs to achieve their full potential.  Schedule 1 to this document gives a more in-depth response from Babcock Prime.
Securing successful and seamless transitions	We will continue to develop arrangements for young people transitioning into	In terms of transition under an EHCP (for 0-25 years of age), Clinical Commissioning Groups have a statutory duty to ensure that health needs are met. After	The progress of children and young people on the autistic spectrum into adulthood will continue to be monitored through the current outcomes framework	If a young person has autism alongside another condition, then the thresholds are met and the transition is seamless. There is no formal transition process for young

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	<p>adulthood to ensure that nobody is left without support in this crucial time.</p>	<p>the age of 18, the community paediatrician will hand over to an adult specialist consultant or the GP. The sub group is developing a process around the EHCP process and ensuring that transition to adulthood begins when a young person is in year 9 at school.</p> <p>The annual review paperwork will alert schools that from year 9 they need to think about health issues and transition to adulthood, so that health professionals can begin a smooth transition to adulthood early on.</p> <p>Children's Social Care continues to work closely with the Young Adults Team to proactively manage transition to adulthood.</p>	<p>and the implementation of a full data set / metrics which is due to be agreed by 31<sup>st</sup> October 2016. This will be reported back to the Health and Well Being Board at our next review in 2017.</p>	<p>people who only have autism.</p> <p>Worcestershire Health and Care Trust are working with a pilot group developing transitions workshops. The pilot has involved a cohort of six young people mainly with cerebral palsy and Duchennes.</p> <p>We intend to learn from the principles from the pilot to apply to wider cohorts of children, including those with autism.</p>
		<p>A range of support is provided for those children and young people known to Social Care, including direct payments, overnight short breaks and community short breaks.</p>		
<p>Improving access to education and employment</p>	<p>Ongoing awareness training for schools, colleges and employers.</p> <p>Schools, colleges and</p>	<p>Within the Emotional wellbeing and CAMHS Transformation Plan, there is an action to consider groups of children such as those with ASD and findings from the ND Pathway review will</p>	<p>The number of young people and adults in education and employment will be monitored through our data gathering as outlined above.</p>	<p>The Training &amp; Employment Sub-Group was launched in January as a response to the Green Paper "Work, health and disability: Improving lives". It has become clear that we need to focus</p>

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	<p>employers are represented on the Autism Strategy Partnership Group to help shape support in their respective host organisations.</p>	<p>align with the transformation plan, so that within the CAMHS service we ensure there is the capacity required (e.g. enough clinical psychologist time) to meet children's needs within the ND Pathway.</p> <p>The Terms of Reference of the Having a Job Sub Group of the Learning Disability Partnership have now been extended so that employment opportunities for those people who have ASD are now a priority. The Autism Strategic Partnership Group (ASPG) now has representation on Having a Job Sub Group including a service user.</p> <p>Worcestershire County Council Adult Services and Health Commissioning Unit has recently recruited two posts who have been specifically employed to look at employment opportunities and to offer 'support' to people on the spectrum.</p>		<p>specifically on employment opportunities for people on the spectrum whilst continuing to co-ordinate with the Having a Job Sub-Group of the Learning Disability Partnership Board when communicating with DWP, Job Centre Plus and other relevant government agencies.</p> <p>It is proposed to hold an employers' event in the spring of 2018 to continue to raise the profile of employment opportunities for people on the spectrum.</p> <p>The Employment Partnerships Officer and the Commissioning Manager with responsibility for autism are working together to ensure that capacity is available to offer work opportunities for service users on the spectrum.</p> <p>The Council is currently submitting a second round bid to the European Social Fund which if successful, will help to address some elements of support to help people with Autistic Spectrum Conditions into employment.</p> <p>The Young Adults Team continues to work with young people with autism and associated learning disabilities. Young people with autism and family carers are</p>

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				signposted to appropriate organisation or opportunities when they are not eligible for support from the Young Adults Team.
Independent Living – Improving access to universal, health, social care and housing services	We will work with our partners to ensure that their planning reflects the aims and aspirations of this strategy.	We have commissioned 9 new units of supported living accommodation in Droitwich for people with autism. The accommodation is specifically for people with complex needs. We are waiting confirmation on the changes to housing benefit to ensure that the ongoing development of such schemes continues.	We will be considering how we support people with high functioning autism who do not necessarily meet our eligibility criteria – or how we support them to access housing through the normal channels. Through our strong partnerships with district council and housing providers we will be ensuring that the right accommodation is accessible for service users when required.	A Needs Assessment has been completed which identifies how many units of accommodation for people with complex autism we believe is required in Worcestershire. This is approximately 22. (This does not include the development at Upper Ford Lodge in Droitwich).  The changes to Housing Benefits continues to delay housing development plans.
		We also have exact numbers of people who need specialist accommodation in the next 3 – 4 years through working with the Young Adults Team.  People at the lower end of the spectrum are being supported to access the cluster flats being developed for people with learning and other disabilities		See comment above re Needs Assessment.  We have developed 4 cluster flat schemes and there are 3 more in development, including a development in Stourport which is specifically for people with autism.  Our Way Advocacy has recently been successful in obtaining funding for a housing matching and advice worker, who is now in post. The post-holder will facilitate and support people to find housemates. This is for people who are both

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				eligible and non-eligible for statutory services.
Local Planning	We will work with all partners to ensure that we gather data about children, young people and adults, which is accurate and available.	Over the past year we have collected a range of information which will enable the ASPG to target resources accordingly.	We will be building on the data gathering already in place to continue to build an in depth picture of Autism in Worcestershire and therefore the areas where additional / different services may be required.	<p>The Training Sub-Group has widened its remit to include employment and this will be the focus during 2017/18.</p> <p>There are currently:</p> <ul style="list-style-type: none"> <li>• 105 adults with Autism known to WCC (recorded on Frameworki).</li> <li>• 91 cases where the service user has been allocated to a Social Care Team.</li> <li>• 86 people with Autism and social care eligibility and Learning Disabilities (based on Learning Disability SALT primary support reason).</li> <li>• 1 person with Autism and social care eligibility and Mental Health (based on Learning Disability SALT primary support reason).</li> <li>• 16.4 days – average wait between referral and assessment (taken from the date need for assessment was identified and recorded to the start of the assessment – usually a Combined Needs Assessment).</li> </ul> <p>Commissioners are working with Worcestershire Health and Care NHS Trust to record all children on</p>

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				<p>the umbrella pathway through CareNotes.</p> <p>The number of children who are referred to the pathway, diagnosed/not diagnosed is monitored on a monthly basis.</p>																
<p>Listening to children, young people, adults and their carers</p>	<p>We will review the composition of the Autism Strategic Partnership Group (ASPG).</p>	<p>We have reviewed the membership of the ASPG and through engagement with local community groups and organisations we have added and renewed relevant partners. Through our co-production with specialist groups in the voluntary sector we are specifically targeting those minority groups outlined in the action plan to ensure inclusion of all members of the community who maybe on the spectrum.</p>	<p>Continue to ensure that we are engaged with all partners / voluntary organisations across the county so that we have a network of activities/ information hubs to enable people to access self-help organisations and information as required.</p> <p>Though an Autism self- assessment framework is planned in 2016, the ASPG has agreed to undertake the process to ensure that the work of the group is refreshed and up to date as possible.</p> <p>We are holding a workshop Thursday 30<sup>th</sup> June 2016.</p> <p>Appendix 3 - NAS Worcestershire Companions Group, illustrates how one of our partner organisations, local groups have fed back their views on the Autism strategy and advised how they would like to see services change accordingly.</p>	<p>The Autism Partnership Board and associated sub-groups (Asperger's Sub-Group and Training &amp; Employment Sub-Group) meets regularly. Membership is currently being reviewed and new members are being recruited to widen the range of partners.</p> <p>The Self-Assessment Framework was requested in 2016. Appendix 2 shows the progress and improvement over the last 3 years.</p> <p>The workshop held in June 2016 ensured that we were in a stronger position to respond to the formal assessment which was announced in August 2016.</p> <p>There are 23 actions in the SAF. In 2013, 6 questions had a N/A return:</p> <table border="1" data-bbox="1489 1198 1910 1331"> <thead> <tr> <th></th> <th>2013</th> <th>2014</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Red</td> <td>7</td> <td>4</td> <td>-</td> </tr> <tr> <td>Amber</td> <td>5</td> <td>14</td> <td>11</td> </tr> <tr> <td>Green</td> <td>5</td> <td>5</td> <td>12</td> </tr> </tbody> </table> <p>The SAF demonstrates the positive</p>		2013	2014	2016	Red	7	4	-	Amber	5	14	11	Green	5	5	12
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				work being undertaken in Worcestershire.
Supporting community based organisations and groups	We will engage with more community groups and organisations to be able to ensure their services are included in the Local Offer and the Your Life, Your Choice websites.	Over the last year the ASPG has had a permanent agenda item on Your Life, Your Choice (YLYC). We have addressed access issues for service users with autism spectrum conditions and worked with the YLYC team to ensure that local organisations who offer services for children, young people and adult on the spectrum are able to register on the site.	The group will continue to monitor access to YLYC and will undertake live demonstrations within its meetings with service users to ensure that the site is accessible and usable	<p>An example of a local specialist group supporting people with Autism is Aspie. Aspie provides a safe haven and specialised psychosocial support to adults who feel unfairly disadvantaged and marginalised for being neurologically different.</p> <p>Aspie is open every Wednesday from 1pm to 9pm and on Saturdays between 1pm – 5pm. The growing membership includes adults from Worcestershire. The age range is between 18 and 70 with about 25 to 40 adults attending each Wednesday.</p> <p>Another group which offers support is Rainbow. This organisation provides one-to-one outreach support for those living in the community. The support is tailor-made to meet an individual's needs and is person-centred. Rainbow aims to work in partnership with others and is holistic in its approach.</p> <p>Support can include supporting individuals to improve or maintain well-being (this includes providing counselling and life-coaching sessions) and independence</p>

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				<p>(including offering a benefit service and enabling individuals to maintain a tenancy, access the community and build skills to promote future positive outcomes) but can also help them make a move or maintain employment, education or other meaningful activities.</p> <p>Rainbow also provides group sessions to enable peer support, stimulate special interests and improve social skills and provides autism diagnostic assessments, advocacy and social care assessments.</p> <p>People on the spectrum were invited to attend a workshop in January 2017 to assist with redesign of YLYC to ensure that it is as user-friendly as possible for people on the autism spectrum. Following the workshop, as part of YLYC redesign, specialist pages have been set up to ensure that the feedback from people on the spectrum influenced the way site will be navigated so that it is accessible to people on the spectrum.</p>