

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

Priority	We said we would	What we have done 2016 to 2017	Update 2018
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><u>Adults service</u></p> <p>Renewed Asperger's contract for 2016/17 &amp; 2017/18, with funding levels increased.</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>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><u>Adults service</u></p> <p>Extra funding was allocated for 2017/18 in order to clear the waiting list and a plan agreed with the service provider to achieve this. These targets have been achieved.</p> <p>During the year there were:</p> <ul style="list-style-type: none"> <li>• 209 appropriate referrals (234 in total)</li> <li>• 135 Initial Assessments offered (114 attended)</li> <li>• 110 diagnosis appointments offered</li> <li>• 42 clients were offered one to one psychology support</li> <li>• 93 people now waiting for Diagnosis (81% conversion from Initial Assessment)</li> </ul> <p>Waiting times for assessment are around 25 months.</p> <p>It was agreed in late 2017 that the service would no longer be commissioned by Worcestershire County Council. As from 1<sup>st</sup> April 2018, the service is commissioned by the CCGs to ensure a direct relationship between the funding sources and service provision to allow the CCGs to allocate resources accordingly.</p> <p>A new service specification and revised pathway have been developed and there was a published call by the CCGs for expressions of interest from potential providers to deliver the service from April 2018. The new contract is now in place with increased investment of £200,000 p.a. for 2 years.</p> <p>The pathway is as follows:</p> <ul style="list-style-type: none"> <li>• Initial triage</li> <li>• Support plan with clear outcomes</li> <li>• Diagnosis if lower level support has not helped <u>and</u> there is a significant social disability <u>and</u> is clinically indicated.</li> </ul> <p>The provider has agreed to provide additional capacity to continue to reduce waiting times for both Initial and Diagnostic Assessments. Once the backlog is cleared, it is</p>

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		<p><u>Children's Service</u></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 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>Referral to the pathway can be made by a range of professionals and is to be broadened to include SENCOs.</p> <p>Processes have been reviewed in order to ensure an equitable and consistent county wide assessment pathway with regular meetings of professionals to review referrals, plan assessments and</p>	<p>expected that there will be a reduction in Diagnostic Assessments, with greater emphasis being placed on support plans and working with generic support services to make reasonable adjustments for people with Autistic Spectrum Disorders.</p> <p>Commissioners are working in partnership with Public Health to commission an Integrated Wellbeing Service from April 2019. The full scope of this project is being confirmed but will include the Wellbeing Hub provided by WHCT, the Social Prescribing pilots within the Neighbourhood Teams, the Worcestershire Advice Network and Living Well Service.</p> <p>The aim is to enhance social prescribing and wellbeing support available, and improve access for people needing reasonable adjustments such as those living with dementia or with an autistic spectrum disorder.</p> <p><u>Children's Service</u></p> <p>Following a steep and sudden increase in referrals to the Umbrella Pathway in 2017/18 a review was undertaken and measures implemented ensure that only appropriate referrals are made and accepted to the Pathway. A report on this was provided to OSPB on 28<sup>th</sup> February 2018. Activity and outcomes will continue to be monitored.</p>

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		<p>agree diagnoses.</p> <p>New information leaflets developed, with parents consulted on these prior to publication.</p>	
Awareness raising and training	We will build on existing training already available for professionals working with children, young people and adults across all partner organisations	<p>We have developed a training pack Appendix 2 - Think Autism Spectrum Training, which follows a pathway of four levels:</p> <p>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</p> <p>In terms of training to teachers and others, this is available locally from 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.</p> <p>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</p>	<p>Training and support for parent carers has been identified as a need from the various conversations held with parent carers and professionals. Additional conversations have been held to start thinking about what the exact needs are and what potential training and support models there are available. A paper was presented to the Integrated Commissioning Group in January 2018 and it was agreed that more work needed to be done by Public Health within their Needs Assessment to identify what need is out there and establish the evidence-based training and support that could be provided.</p> <p>Alongside this, Parenting and Family Support Providers in all districts have set up parent carer support groups for parents of children with special educational needs and South Worcestershire are looking at getting an add-on to their Solihull Approach parenting programmes that are specific to supporting parents of a child with autism. Community Capacity workers have also carried out a lot of work to gather information about what support is available in their local areas which is used to further support families.</p> <p>More information has been added to Your Life Your Choice about what to do if you think your child might have autism, as well as signposting out to useful websites for further information. New pages have also been created with information about support groups for parent carers (online and physical groups) and groups and activities for children and young people with special educational needs and/or disabilities. This information will continue to be updated and improved alongside the refresh of the Local Offer. This refresh will include user testing during May 2018 to launch a refreshed Local Offer in June 2018.</p> <p>A temporary member of staff has also been providing support to contact organisations that support children and young people with autism and their families to get them registered as a provider on Your Life Your Choice. As well as organisations specific to autism, this also includes information such as autism friendly sessions at cinemas, supermarkets and leisure centres.</p>

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		<p>feedback received and opportunities are being explored to offer training to others including those working with young people in the criminal justice system.</p> <p>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.</p> <p>A Learning Passport has been developed and training is available for staff and partner organisations.</p>	<p>The newly established parent carer forum, Families in Partnership is working alongside the County Council in all of this activity.</p> <p>During 2017/18 the following training was delivered:</p> <ul style="list-style-type: none"> <li>• Children's Services: 6 courses with 79 attendees</li> <li>• Adult Services: 5 courses with 90 attendees</li> <li>• Fostering Service: 1 course with 18 attendees</li> </ul> <p>During 2018/19, it is planned to deliver 6 child focused and 6 adult focused training sessions. The course objectives have been reviewed and updated.</p>
Securing successful and seamless transitions	We will continue to develop arrangements for young people transitioning into adulthood to ensure that nobody is left without support in this crucial time.	<p>In terms of transition under an Education, Health and Care Plan (for 0-25 years of age), Clinical Commissioning Groups have a statutory duty to ensure that health needs are met. After 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>Preparation for Adulthood has been identified as a work stream of the Special Educational Needs and Disabilities strategy (approved at Health and Wellbeing Board December 2017). This sets out the aim of a whole life approach, which starts at birth, aiming to improve the personal transition experience and journey to adulthood for children and young people with SEND and their families.</p> <p>Actions include ensuring that children with SEND and their families have access to the right information, guidance and support, at the right time in their lives, to support their journey through childhood and into adulthood and facilitating clear and effective access to quality services through the period of transition.</p> <p>A monthly panel has been convened to consider the young people transitioning from Children's Services into Adult Services in order to consider their needs and whether there are any eligibility criteria under the Care Act 2014.</p> <p>There are agreed protocols for young people entitled to Continuing Health Care provision and for young people accessing CAMHS and who need to continue to access adult mental health services when they are 18.</p>

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		<p>Children's Social Care works closely with the Young Adults Team to proactively manage transition to adulthood.</p> <p>If a young person has autism alongside another condition, then the thresholds are met and the transition is seamless.</p> <p>There is no formal transition process for young people who only have autism. Input from the relevant Children's Services team will be available if there are other presenting needs, i.e. safeguarding or parental support issues.</p>	<p>With the introduction of the Three Conversations Model within Adult Social Care, any issues for young people who do not meet the thresholds for the Young Adults Team would be picked up by the relevant locality team.</p>
Improving access to education and employment	<p>Ongoing awareness training for schools, colleges and employers.</p> <p>Schools, colleges and employers are represented on the Autism Strategy Partnership Group to help shape support in their respective host organisations.</p>	<p>The Terms of Reference of the Having a Job Sub Group of the Learning Disability Partnership have 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>The Training &amp; Employment Sub-Group of the ASPG was launched in January 2017 as a response to the Green Paper "Work, health and disability: Improving lives". It has become clear that we need to focus 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</p>	<p>It had been previously proposed to hold an employers' event in the spring of 2018 to explore and showcase different options and opportunities for the employment of individuals with autistic spectrum conditions to enlighten employers about the benefits of having neuro-diverse people working in their organisations and what reasonable adjustments may be involved to help people on the autistic spectrum to maintain and thrive in their employment.</p> <p>The event was held on 19<sup>th</sup> March 2018 with the programme being developed by the Training &amp; Employment Sub-Group. The event was sponsored by Fortis Living and over 80 people attended the morning from a wide range of organisations and businesses.</p> <p>The market place displays were well attended and good networking opportunities exploited.</p> <p>Positive feedback has been received and the Training &amp; Employment Sub-Group will continue to focus its efforts in the coming year to look at other ways of positively engaging with potential employers.</p> <p>The WCC Commissioning Unit in Adult Services has employed a person on the</p>

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		<p>Partnership Board when communicating with DWP, Job Centre Plus and other relevant government agencies.</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>spectrum to administer the Autism Partnership Group and sub-groups. This is a paid training placement for a year in the first instance.</p> <p>The proposed European Social Fund bid was not pursued. The terms and conditions of the proposal were considered and it was felt that it did not offer the level of bespoke employment support required by the people that the Council wished to support.</p>
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.	<p>A Needs Assessment was completed in 2017 which identifies how many units of accommodation for people with complex autism we believe are required in Worcestershire. This is approximately 22. (This does not include the development at Upper Ford Lodge in Droitwich).</p> <p>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.</p> <p>We also have exact numbers of people who need specialist accommodation in the next 3-4 years through working with the Young Adults Team.</p> <p>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.</p>	<p>It is anticipated that the 8 flat development at Upper Ford Lodge will be complete in Spring 2019.</p> <p>Commissioners are currently negotiating with a number of providers to identify appropriate sites for further specialist housing. This includes WCC sites which are currently identified for disposal.</p> <p>The flats in Stourport are now open and being filled.</p> <p>Additional specialist housing for people with disabilities, including autism, who meet the eligibility criteria, is under development in Bromsgrove and Worcester.</p> <p>During year 1 of the Our Way Advocacy contract for housing matching, 42 people have been supported and housing found for 11 of those people (not all of whom will be on the autistic spectrum).</p>

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		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 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.	<p>The data in 2017 was as follows:</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 the umbrella pathway through CareNotes.</p>	<p>In Adult Services, there are currently:</p> <ul style="list-style-type: none"> <li>• 114 adults with Autism known to WCC (recorded on Frameworki)</li> <li>• 96 cases where the service user has been allocated to a Social Care Team.</li> <li>• 2 people with Autism and social care eligibility and Mental Health (based on Learning Disability SALT primary support reason).</li> <li>• 37 days – average wait between referral and assessment (taken from date need for assessment was identified and recorded. Over the past year, this is usually through a Combined Needs Assessment although some Three Conversation work has started to be recorded).</li> </ul> <p>A population profile for children with SEND has been completed and will be uploaded to the Joint Strategic Needs Assessment area of the County Council's website.</p> <p>A SEND Strategy has been written and was endorsed by the Health &amp; Wellbeing Board in December 2017.</p> <p>The Autism Strategy is due to be refreshed during 2018 and JSNA data will be used will be used to project future demand on services.</p>

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		The number of children who are referred to the pathway, diagnosed/not diagnosed is monitored on a monthly basis.	
Listening to children, young people, adults and their carers	We will review the composition of the Autism Strategic Partnership Group (ASPG).	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>The Autism Partnership Board and associated sub-groups (Asperger's Sub-Group and Training &amp; Employment Sub-Group) continue to meet regularly. New members have been recruited throughout the year in order to widen the range of partners and knowledge.</p> <p>Progress in relation to the last Self-Assessment Framework (SAF) was reported in the previous update. It is expected that a further SAF will be requested in Autumn 2018. If a formal SAF is not requested, DAS will undertake its own progress update.</p> <p>Engagement activity was carried out throughout the Spring/Summer 2017 to gather the views of children and young people and their parent carers. This included holding events as well as going out to support groups and summer play schemes to gather views on what's working well and what could be improved. The County Council is working very closely to support the newly established parent carer forum, Families in Partnership, and is involving the forum in activity taking place.</p> <p>It has been identified that more needs to be done to engage with children and young people and this is included in a priority work stream for Children's Social Care. This includes the introduction of an interactive app known as MoMo ("Mind of My Own"). This will provide young people with an instant, relevant and accessible way to express their views, wishes and feelings, and Social Care with a smart way to record and collate them in order that issues, needs and trends can be identified and responded to.</p> <p>Advocacy support is also available to children and young people with disabilities who access short break provision and this support is used as appropriate in consultation activity.</p>
Supporting community based	We will engage with more community groups and	The ASPG has a permanent agenda item on Your Life, Your Choice (YLYC). We have addressed access issues for	There are a number of community support groups and organisations which operate in Worcestershire.



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organisations and groups	organisations to be able to ensure their services are included in the Local Offer and the Your Life, Your Choice websites.	<p>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.</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> <p>Parenting and Family Support providers have teams to develop community capacity which includes supporting community based groups across the county.</p>	<p><b>Autism West Midlands (AWM)</b> delivers two activity clubs each month at the Youth House in Kidderminster. The morning session is for children aged 6-11 years and the afternoon session is for those aged 12-18. Each session offers a range of activities, usually on a particular theme. If young people are new to the club or reluctant to try a new activity, the staff team work with them and may model activities alongside them or by hand-over techniques if needed.</p> <p>Children and young people are able to participate on their own terms but they are always encouraged to step outside of their comfort zone, experience new things and develop new skills.</p> <p>A quiet room is available for those who wish to be away from the noise of others and the outside space is used to provide physical activities. For adults with autism, there are a range of support services which includes community based supported living and the Aspire employment support service.</p> <p>The community supported living service provides specialist support that enables individuals to maintain independence, develop relationships and learn new skills within their community. Support is tailored to meet individual needs and aspirations by trained, experienced staff.</p> <p><b>Aspire</b> provides access to work support for people with autism who are in paid employment. An Autism &amp; Employment Specialist Assessment is undertaken which supports people to identify areas of need and makes recommendations around coping strategies, further support and reasonable adjustments that can be made to enable individuals to maintain their employment.</p> <p>Autism Specialist Mentoring is also offered to help people with a wide range of issues including: helping a person to learn more about their autism; discuss any difficulties being experienced at work and possible solutions; developing social skills for the workplace; work to build positive relationships with colleagues; support colleagues to understand autism and how to support; supporting to implement any reasonable adjustments which may be beneficial.</p> <p><b>ASPIE</b> promotes the intelligence of adults who live with the complexities of Asperger's, part of the autistic spectrum and a hidden disability.</p>

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			<p>Based in Worcester, SPIE provides a safe place and relaxed opportunity for adults with Asperger's to meet, socialise and do things together with like-minded others.</p> <p>SPIE, unique in its construction and design, is now 6 years old and in this time has improved the quality of life of its growing membership of Asperger adults increasing their confidence and self-esteem through varied self-led activities, courses and consultations overseen by a dedicated team. As a result members find friendship and motivation to remain in or return to education and employment and enjoy leisure and cultural pursuits in the community that others take for granted.</p> <p>The <b>National Autistic Society Worcestershire</b> Branch has been supporting the 'Companions Group' in Bromsgrove on a weekly basis for many years. This is a club for adults with autism and their parents which has a varied programme of activities including games, discussions and quizzes. Outings are frequently held and include visits to such places as ten pin bowling and Dudley Zoo. Over the past year, the group has been asked to act as a forum for their views with organisations including British Gas and Healthwatch.</p> <p>Work is ongoing across the county building volunteer-led support groups for parents and activities for children on a postcode basis. NAS Worcestershire is working with school SENDCO's and parents are being invited to meet and discuss that they would like NAS Worcestershire to provide.</p> <p>The Autism Strategic Partnership Group was notified in March 2018 that the <b>Rainbow</b> organisation was closing with immediate effect. Other local support groups are already reporting the impact this is having on their groups (e.g. National Autistic Society and Aspie).</p> <p><b>Your Ideas</b> based in Redditch has developed a specialism in engaging and supporting young people with ASD through its Support Across the Spectrum project. The organisation is commissioned to provide positive activities for young people and has a range of provision including a gaming club run by older young people on the spectrum for their young peers. Your Ideas has recently announced success in obtaining £320,000 over five years from the Big Lottery to maintain and expand this project.</p>