



# **Royal Borough Windsor & Maidenhead**

## **Joint Autism Strategy**

### **2017 – 2022**

**“The Royal Borough of Windsor & Maidenhead is a great place to live, work, play and do business supported by a modern, dynamic and successful Council”**

**Our vision is underpinned by four principles:**

*Putting residents first*

*Delivering value for money*

*Delivering together with our partners*

*Equipping ourselves for the future*

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Appendix 1: Autism Action Plan

### **Frequently used acronyms**

JSNA – Joint Strategic Needs Assessment  
NAS – National Autistic Society  
SEN - Special Educational Needs  
SENCO - Special Educational Needs Co-ordinator  
ADHD - Attention Deficit Hyperactivity Disorder  
EHC Plan - Education, Health and Care Plan



## 1. EXECUTIVE SUMMARY

- 1.1 It is timely to update and extend the previous Royal Borough Commissioning Strategy for Adults with Autism 2012 which was developed in line with the National Autism Strategy – Fulfilling and Rewarding Lives 2010.
- 1.2 Highlights of progress since the last local strategy are:
- Specialist autism supported employment provision.
  - Additional social care support for children and young adults in transition up to 25 years of age.
  - Social care Family Carers Support Worker.
  - Set up an Adult Autism Partnership Board in 2013.
  - Autism for children and adults is included in the Royal Borough Joint Strategic Needs Assessment (JSNA).
  - Awareness session at General Practitioner (GP) Continuing Professional Development (CPD) conference in 2015.
  - Annual Autism Awareness promotional stand.
  - Successful Innovation Fund bid for £36,000 to develop 10 apprenticeships per year.
  - Successfully applied for £18,500 Capital Grant enabling many activities including life skill such as cooking.
  - Autistic Spectrum Conditions Support Directory.
- 1.3 The vision for the Royal Borough Joint Autism Strategy 2017 - 2022 puts the person with autism and their family at the heart of all that we do. This strategy explains how support and services will be developed in the next five years to achieve this outcome. It describes an integrated approach which reflects the priorities of the Health and Wellbeing Strategy and future vision for residents.
- 1.4 It takes account of the needs of people with autism and their carers, and responds to the priorities identified within the updated Royal Borough Health and Wellbeing Strategy, [http://www3.rbwm.gov.uk/info/200745/health\\_advice/137/joint\\_health\\_and\\_wellbeing\\_strategy\\_jhws](http://www3.rbwm.gov.uk/info/200745/health_advice/137/joint_health_and_wellbeing_strategy_jhws), national policy, and current best practice in line with national and local research. This will be regularly reviewed and updated. The underpinning action plan is to be the enabler that brings the strategy to life.
- 1.5 This joint strategy goes beyond the requirements of the Autism Act 2009 and the associated national policy guidance, which refers only to adults. Instead, the Royal Borough has adopted a more ambitious approach, developing a strategy that relates to both children and adults. The reason for this is because people with autism often face obstacles starting at childhood. Transition from being a child to adulthood can, also be a particularly difficult stage for young people.
- 1.6 By including both children and adults, in this strategy and accompanying action plan, The Royal Borough is aiming to take a more holistic approach, developing opportunities and realising potential for people with autism at all stages in their lives.

1.7 Improving diagnosis rates, access to early intervention and improving the knowledge and awareness of the whole community are all important in achieving better outcomes for people with autism and their carers. We wanted to build on our existing knowledge of key issues affecting people with autism and also wanted to embrace the borough wide perspective and local community opportunities.

1.8 The following areas formed the base for our professional stakeholder engagement:

- Improving information and awareness of Autism.
- Autism friendly services and environment.
- Independent living.
- Housing support.
- Employment support.
- Social inclusion.
- Opportunities in education.

1.9 To make our consultation as inclusive as possible, feedback was taken from diverse multiple stakeholder workshops to:

- Gain a balance of clinical, social care and service user feedback, including families of people with autism, both children and adults, and workshops for older children.
- Survey public perspectives from different sources.
- Involve Partnership Boards and members of the Health and Wellbeing Board.

1.10 The public consultation reflected five important priorities to people living in the Royal Borough:

1. I want support as I need it, throughout my education to fulfil my potential and enhance my skills.
2. I want to be able to live as independently as possible and have access to housing support.
3. I want support to get a job and support from my employer to help me keep it.
4. I want to be safe in my community and free from the risk of discrimination, hate crime and abuse.
5. I want to know that my family can get help and support when they need it.

1.11 However, this strategy reflects all of the key issues recognised as individually tailored approaches that are at the heart of personal care planning.

1.12 Alongside the questions The Royal Borough asked about the care and support given to the person with autism and their carers, The Royal Borough wanted to know how it could develop a more autism friendly borough. These two areas of work are complementary as community support for the individual cannot be achieved if the community is not autism aware and able to respond to, and support, the person with autism and their carers.

1.13 The changes that are required for success are not quick fix but all of the elements will remain in The Royal Borough's strategic approach. The action plan identifies the

framework through which services are commissioned, delivered and outcomes are measured and monitored. Their success will be reflected in achieving day to day quality of life, independence and wellbeing of people with autism and their families.

## 2. INTRODUCTION

2.1 In producing this strategy, The Royal Borough recognised that there are a number of terms that different individuals and groups prefer to use, including Autistic Spectrum Disorder (ASD) or Autistic Spectrum Conditions (ASC) and Autism. These are umbrella terms for all such conditions including Asperger Syndrome.

**The term autism will be used throughout this strategy unless a direct extract from another source is being quoted.**

2.2 For the purposes of this strategy, autism is defined as a lifelong condition that affects how a person communicates with, and relates to, other people. It also affects how a person makes sense of the world around them. The three main areas of difficulty, which all people with autism share in varying degrees, are known as the 'triad of impairments'. They are difficulties with:

- **social communication** e.g. problems using and understanding verbal and non-verbal language, such as gestures, facial expressions and tone of voice
- **social interaction** e.g. problems in recognising and understanding other people's feelings and managing their own
- **social imagination** e.g. problems in understanding and predicting other people's intentions and behaviour and imagining situations outside their own routine

2.3 Many people with autism may experience some form of sensory sensitivity or under-sensitivity, for example to sounds, touch, tastes, smells, light or colours. People with autism often prefer to have a fixed routine and can find change incredibly difficult to cope with. Many people with autism may also have other conditions such as attention deficit hyperactivity disorder (ADHD), a learning disability or dyspraxia.

2.4 These difficulties result in the inability to make friends and obtain employment amongst other things, leading to isolation, poor quality of life, depression and even suicide.

2.5 Asperger Syndrome is a form of autism. People with Asperger Syndrome typically have fewer problems with speaking than others on the autism spectrum, but they do still have significant difficulties with communication that can be masked by their ability to speak fluently. They are also often of average or above average intelligence.

2.6 Autism is much more common than many people think. There are around 700,000 people in the UK living with autism – that is more than 1 in 100 and similar to the



number of people that have dementia. Including their families, autism touches the lives of 2.8 million people every day<sup>1</sup>

- 2.7 Autism is sometimes described as a 'mild' disability, but often people with autism, without proper help, are amongst the most vulnerable and socially excluded in society.
- 2.8 In many cases, those older adults who do have a diagnosis of autism will not have received their diagnosis until relatively late in life. One National Autistic Spectrum (NAS) survey found that 71% of respondents over 55 had received their diagnosis in the past decade.<sup>2</sup> NAS interviewees diagnosed later in life reported that the diagnosis was immensely valuable, with many saying that it enabled them to understand themselves fully for the first time.
- 2.9 Professor Francesca Happé, speaking to the Autism and Ageing Commission, 11 March 2013 said that, "We simply do not know what autism spectrum conditions look like in older age. We just don't know. We don't know whether particular sorts of physical health problems are greatly raised. We should suspect that they would be because living with stress, living with anxiety, has a proven link with, for example, heart conditions. We don't know how best to diagnose in the very elderly, we don't know how dementia looks overlaid on top of autism, for example. We don't know what the potential is for new insights both into autism, and into ageing itself. If you look at the example of Down's syndrome, where so much has been discovered, both about Alzheimer's, and about how people with Down's syndrome themselves age – we might expect similar insight for autism..."<sup>3</sup>

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<sup>1</sup> The NHS Information Centre, Community and Mental Health Team, Brugha, T. et al (2012). *Estimating the prevalence of autism spectrum conditions in adults: extending the 2007 Adult Psychiatric Morbidity Survey*. Leeds: NHS Information Centre for Health and Social Care

<sup>2</sup> Unpublished survey (2012), The National Autistic Society

<sup>3</sup> Prof Francesca Happé, speaking to the Autism and Ageing Commission, 11 March 2013.

### 3. KEY INFORMATION

#### 3.1 Key information about autism includes:

- Autism is a serious, lifelong and disabling condition. Without the right support, it can have a profound - sometimes devastating - effect on individuals and families<sup>4</sup>.
- Autism is much more common than many people think. There are around 700,000 people in the UK living with autism – that is more than 1 in 100 and similar to the number of people that have dementia. Including their families, autism touches the lives of 2.8 million people every day.<sup>5</sup>
- At least one in three autistic adults are experiencing severe mental health difficulties due to a lack of support.<sup>6</sup>
- Only 10% of autistic adults receive employment support but 53% say they want it.<sup>7</sup>
- Autism is a hidden disability - you cannot always tell if someone has it.<sup>8</sup>
- While autism is incurable, the right support at the right time can make an enormous difference to people's lives.
- 34% of children on the autism spectrum say that the worst thing about being at school is being picked on.<sup>9</sup>
- 63% of children on the autism spectrum are not in the kind of school their parents believe would best support them.<sup>10</sup>
- Only 16% of autistic adults in the UK are in full-time paid employment and only 32% are in some kind of paid work.<sup>11</sup>

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<sup>4</sup> Rosenblatt, M (2008). *I Exist: the message from adults with autism in England*. London: The National Autistic Society, p5-7

<sup>5</sup> The NHS Information Centre, Community and Mental Health Team, Brugha, T. et al (2012). *Estimating the prevalence of autism spectrum conditions in adults: extending the 2007 Adult Psychiatric Morbidity Survey*. Leeds: NHS Information Centre for Health and Social Care

<sup>6</sup> Rosenblatt, M (2008). *I Exist: the message from adults with autism in England*. London: The National Autistic Society, p3

<sup>7</sup> Bancroft et al (2012). *The Way We Are: Autism in 2012*. London: The National Autistic Society

<sup>8</sup> Rosenblatt, M op.cit.p37

<sup>9</sup> Reid, B. (2011). *Great Expectations*. London: The National Autistic Society, p7

<sup>10</sup> Reid, B. (2011). *Great Expectations*. London: The National Autistic Society, p18

<sup>11</sup> The National Autistic Society (2016). *The autism employment gap: Too Much Information in the workplace*. p5

## 4. NATIONAL CONTEXT

4.1 The national strategy has evolved over the last seven years and will continue to be dynamic. The Royal Borough has reflected this evolution in this strategy and built on the understanding, experience and programmes of work over that time.

4.2 This strategy builds on the following legislation and national policy:

- The **Autism Act 2009** was a unique and ground breaking piece of legislation. It signalled a new commitment across government to transforming the way public services support adults with autism. But, more importantly, it is the foundation stone for a wider programme of activity across the public sector, designed to drive that change.
- **The national autism strategy ‘Fulfilling and rewarding lives’** published in March 2010 as a requirement of the Autism Act 2009, it set out a clear agenda for how public services must transform, to better address the needs of adults with autism. It set out key areas of action to target the root causes of social exclusion. This was closely followed by statutory guidance to ensure implementation of the national strategy and to help local authorities; NHS bodies and NHS Foundation Trusts to develop services that supported and meet locally identified needs of people, their families and carers.

**‘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 support if they need it, and they can depend on mainstream public services to treat them fairly as individuals, helping them make the most of their talents.’<sup>12</sup>**

- **‘Think Autism Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update 2014.’** This updated strategy continued to focus on priorities outlined in the original strategy. However, there was a renewed focus for cross government department activity in order to improve outcomes for people with autism. It also outlines 15 priority challenges for action identified by people with autism. These are grouped under three areas:
  - An equal part of my local community.
  - The right support at the right time.
  - Developing my skills and independence and working to the best of my ability.
- **Health and Social Care Act 2012** changed the way the health service works to deliver person- centred healthcare by:
  - Giving patients greater choice, control and involvement – “no decisions about me without me.”
  - Improving health outcomes.

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<sup>12</sup> National Autism Strategy: ‘Fulfilling and rewarding lives’ <http://www.dh.gov.uk/en/publication-sandstatistics/publications/publicationspolicyandguidance/DH113369>

- Removing unnecessary bureaucracy, cutting waste and making the NHS more efficient.
  - Creating Clinical Commissioning Groups (CCG) where local GPs deliver health services based on their community's needs. Health and Wellbeing Boards have also been created in each local authority area with the specific role to improve health and wellbeing for all, and reduce health inequalities between different people.
- **The Children and Families Act 2014** was a significant piece of legislation which introduced a number of changes in order to improve services for vulnerable children and their families. This included transforming the system for children and young people with Special Educational Needs (SEN) through a new SEN Code of Practice. The changes for children with SEN including autism and their families are:
    - Replacing Statements of Special Educational Needs with a single assessment process and an Education Health and Care Plan.
    - Placing a requirement on health services and local authorities to jointly commission and plan services for children, young people and families.
    - Provide statutory protection comparable to those Statements of Educational Needs for young people who are in education or training up to the age of 25 instead of ending at 16.
    - Giving parents or young people the right to a personal budget for their support.
- **The Care Act 2014** placed new duties and responsibilities about how care and support for adults was delivered. It embedded within statute the nation policy drivers which focus on wellbeing, prevention, independence and outcomes. It introduced clearer and fairer processes, including caps to care costs for individuals. The Act adopted a 'whole family approach' as well as ensuring a more effective delivery of personalisation. Enshrined within the Act were increased rights for carers to receive support from local authorities. It introduced a duty on them to meet eligible carers' support needs. Carers no longer have to show they provide substantial care and on a regular basis in order to request a Carers Assessment. This increased emphasis on preventative provision should improve outcomes for adults with autism as many people do not meet the threshold for adult social care support.
- **National Autistic Society (NAS)** has led a number of high profile campaigns aimed at raising awareness and promoting positive change for people with autism. These include:
    - **Make School Make Sense** (2006) – what families want from the education system.
    - **I Exist** (2007) – understanding the needs of adults with autism.
    - **You need to know** (2009) – mental health for children with autism.

- **Don't write me off** (2009) – support into employment.
- **Supporting adults with autism** (2009) – good practice guidance from NHS and local authorities.
- **Great Expectations** (2011) – developing and an education system that sets children up for life.
- **Push for Action** (2013) – getting the right services and support in place.
- **Getting on** (2013) – growing older with autism.

## 5. LOCAL PROFILE

5.1 The Autism Partnership Board is responsible for overseeing the delivery of this Joint Autism Strategy and its accompanying Action Plan ensuring that this is in line with emerging changes in legislation and guidance.

5.2 The Autism Partnership Board is a multi-disciplinary group representing local interests relating to the needs of all people with autism and their carers. This group does not work in isolation but networks with a number of other key stakeholder groups such as the Learning Disability Partnership Board and the Mental Health Partnership Board.

5.3 The Autism Board also has overlay with the Adult Partnership Board which in turn feeds into the Health and Wellbeing Board ensuring strategic involvement at the highest level locally.

5.4 Below are some of the highlights that we achieved as a result of the last strategy 2012 which the Autism Board monitored and seen implemented:

- **Specialist autism supported employment provision** – employment support was the number one priority identified in the consultation for the last strategy and as a result a full time supported employment post was recruited to through Ways into Work an award winning local service. See box 1 for a case study on page 14.

- **Additional social care support for children and young adults** - preparing for adulthood, (sometimes called 'Transitions') is used to describe the period from Year 9 (14 years old) to when a young person becomes an adult at age 18 and as they develop through young adulthood to 25. It can be an exciting but also challenging time as services and support may change and therefore we ensure very careful planning.

A range of professionals work closely with young adults and their family to enable participation in further studies or training, finding a job, living as independently as possible, being healthy and taking part in enjoyable leisure and social activities.

Further information can be found on the "Local Offer" [here](#)

- **Social Care Family Carers Support** – currently the Family and Carers support worker supports approximately 50 carers through one to one support and provides Carers Assessments to ensure that their needs are addressed. Carers are also offered advice, signposting and advocacy support in meetings. Group support is also available through regular a Carers Support Group meeting which provides advice, emotional support and invaluable informal befriending and support from fellow carers. The support worker also networks with and works with multi disciplinary teams to enhance the service for carers.

- **Adult Autism Partnership Board** – The Autism Partnership Board was established to ensure community participation and challenge. It is a multi disciplinary Board which represents the views of service users indirectly through organisations that support them and directly through service user representation and family carers. It has provided an effective voice for autism services to the Health and Wellbeing Board, through the Adult Partnership Board. The Autism Partnership Board has also been accountable for the monitoring and implementation of the action plan.
- **Autism for children and adults is included in the Royal Borough Joint Strategic Needs Assessment (JSNA)** – there are comprehensive sections in the JSNA for both children and adults with autism in line with statutory guidance. It also reflects the needs of older adults which was a recommendation in the Autism Self Assessment 2014.
- **Awareness session at General Practitioner (GP) Continuing Professional Development (CPD) conference** – the Autism Partnership Board aim was to deliver regular autism awareness sessions at GP CPD conferences. This included a presentation from Trevor Powell, Consultant Psychologist on identifying autism in patients and how to make reasonable adjustments. What support is then available on diagnosis from the Autism Social Care Lead and finally the perspective from a parent on the type of support an adult with autism needs in a primary care setting and the challenges they face.
- **Annual Autism Awareness promotional stand** – there has been successful engagement with the public with a timetable of events in Autism Awareness Week and in 2016 at a key event in the Nicholson’s Shopping Centre in Maidenhead 56 people were supported and signposted and 68 leaflets given out. Many people had specifically come to the stand after reading the article in the Maidenhead Advertiser. All the people who approached the stand wanted in depth support and signposting which meant a real service was offered to these residents and made a difference.



- **Successful Innovation Fund bid for £36,000** to develop 10 apprenticeships per year – the proposal was to use the funding to establish within Ways into Work (WiW), City Deal supported employment programme an Autism Employment Challenge through which they would offer the opportunity for ten local employers to sign up and commit to becoming local “Autism Employment Champions”. This approach has enabled WiW to highlight to local employers the challenges which people with autism experience in finding sustainable employment. The objective has been to identify 10 local businesses committed to helping address this disadvantage by creating an apprenticeship within their organisation specifically for someone with Autism.

Each organisation committing to do so has become “Autism Employment Champions” and have been entitled to receive a package of support designed to enable them to establish and manage the apprenticeship, including:

- Support to establish the apprenticeship.
- A package of training for their staff including “Train the Trainer” and disability awareness training.
- A financial contribution designed to enable them to build the organisational capacity and capability to effectively manage and support an apprentice who has autism.
- The support and expertise of the WiW team including a nominated Job Coach.

This scheme has led to real jobs at the end of successful apprenticeships.

- **Successfully applied for £18,500 Capital Grant** - all the equipment has been used and accessed by a wide range of services supporting people with autism enabling many activities:
  - The Royal Borough purchased technology which promoted a more creative adaptable approach. Such as Go Pro Cameras, Bloggies, Apple Macbooks, I pads etc. This enabled individuals to film and create their own vocational profiles, visual CV’s and promote the benefits of employing people with autism.
  - Similar equipment to the above was also purchased to support a post diagnostic group enabling the production of tailored material as requested by previous attendees.
  - The aim was also to empower people with autism to produce autism awareness DVD’s and training material for different communities and organisations such as GP’s to support diagnosis and how to make reasonable adjustments.
  - Cooking courses have also been developed which as a result of purchasing cooking equipment, enabled life skills. It has also focussed on social interaction needs as well as health needs. It has also taught planning skills



and transferrable skills which will help people to become more independent.

- Hi Viz gilets will enable a running group.
  - Musical instruments and a Karaoke machine for a music group which will provide a means of communication and expressing emotions.
  - Sensory protective equipment is available on loan and has made a huge difference to people managing with sensory sensitivities.
  - Two book clubs are planned with the use of Kindles which will help forge friendships and promote turn taking.
  - The Community Mental Health Team offices have had some rooms made autism friendly to accommodate hypersensitivities and be more welcoming and friendly.
- **Autistic Spectrum Conditions Support Directory** – this directory of autism support was specifically designed to provide information on the help, support and services available in the area, as well as more general information around benefits and where to access further information. This was launched in Autism Awareness Week in March 2015.

### **Box 1: Case study**

*CD is a young man with autism, he left college and was referred to Ways into Work. CD wanted to do a job that was practical, where he could use his customer service skills and also where there was room for progression. Ways into Work undertook a full vocational profile and then developed an action plan. CD would struggle to make it through a traditional recruitment process as his impairment means that he finds it hard to articulate his many strengths and talents.*

*Ways into Work started working with the HR team at the Holiday Inn in Maidenhead, who were really open to looking at different ways of recruiting and happy to consider a working interview rather than a sit down interview.*

*Ways into Work gathered all the information about the role and three potential candidates were identified as a positive match. The individuals came for an informal look around and CD was so positive and passionate about the role, Holiday Inn offered him a work trial.*

*Ways into Work provided job coaching support within the workplace for the trial and ensured the staff team working alongside CD understood his autism. CD impressed everyone with his positive attitude on the day and was offered a 15 hour a week position with the view to increasing his hours in the future.*

*Ways into Work provided in work support for the first six weeks and helped CD to prioritise, put together visual sheets and facilitated the communication with his colleagues. This support was then gradually reduced as CD built the confidence and layered up the skills needed to do the job. Ways into Work provided Autism training for the staff team which enabled CD to grow in confidence and independence.*

*Ways into Work also supported CD with travel training so that he can get home from work independently.*

*CD is now the Breakfast chef within the Holiday Inn Maidenhead; he has a smile for every customer that comes to see him and has learnt to make a whole range of different types of egg as requested.*

## **6. UNDESTANDING FUTURE DEMAND**

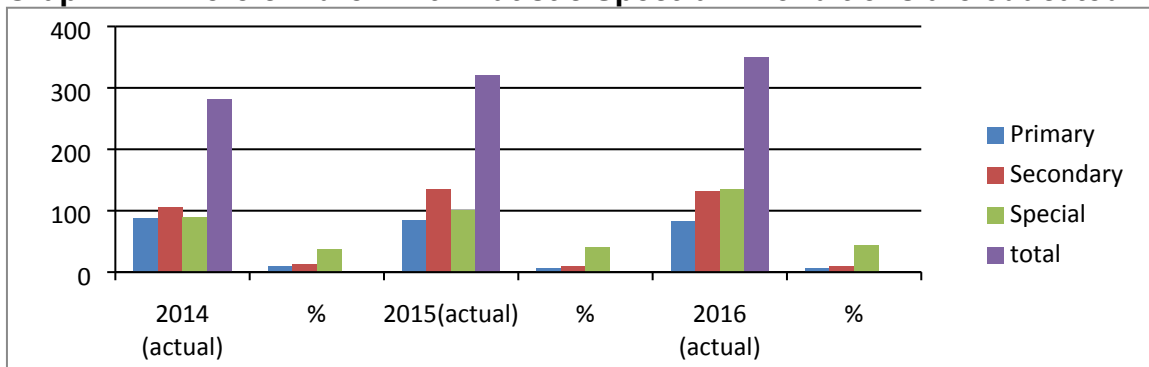
## 6.1 Children and young people

In January 2016, 349 Children of school age were on the Autistic Spectrum and being educated in Royal Borough schools. This reflects an increase in demand of 24.1% (68 pupils) over the last two years.

**Table 1: Actual<sup>13</sup> and predicted numbers of children with Autistic Spectrum Conditions in The Royal Borough**

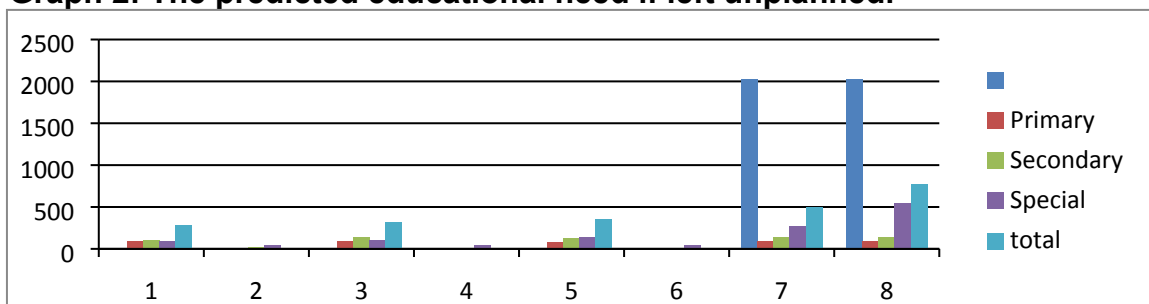
	2014 (actual)	%	2015(actual )	%	2016 (actual)	%	2020	2025
Primary	87	10.1	85	6.7	83	6.1	85	87
Secondary	105	13.4	135	9.0	131	9.1	137	140
Special	89	37.6	101	39.6	135	44.1	270	540
total	281		321		349		492	767

**Graph 1: Where children with Autistic Spectrum Conditions are educated.**



6.2 The increase in demand has had the greatest impact in the secondary and special school sectors. Between 2014 and 2017 the percentage increase of children with Autism in special school has been 51.6%. If demand was to grow by the same amount, there would be a need for over 500 children in special school by 2025.

**Graph 2: The predicted educational need if left unplanned.**



The predictions illustrated above reinforce the need for action over the next few years to enable a higher percentage of children with ASD to be educated in the mainstream. This will be achieved through a number of initiatives including;

<sup>13</sup> National Statistics Special educational needs in England: January 2014  
National Statistics Special educational needs in England: January 2015  
National Statistics Special educational needs in England: January 2016

training, specialised units and the full implementation of the Children and Families Act 2014.

### 6.3 Adults

A robust needs analysis is an important way of estimating what the needs of a population are so that appropriate support can be planned. In this strategy The Royal Borough has identified the expected local need through the Joint Strategic Needs Assessment 2016, Census and other data sources. Local people and organisations were also asked for their feedback on needs and priorities for people affected by autism.

**Table 2: People predicted to have Autistic Spectrum Conditions in RBWM**

	<b>2014</b>	<b>2015</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>
People aged 18-24 predicted to have autistic spectrum disorders	93	90	85	89	99
People aged 25-34 predicted to have autistic spectrum disorders	184	185	188	184	178
People aged 35-44 predicted to have autistic spectrum disorders	214	214	213	220	226
People aged 45-54 predicted to have autistic spectrum disorders	220	222	221	216	217
People aged 55-64 predicted to have autistic spectrum disorders	162	164	190	208	206
People aged 65-74 predicted to have autistic spectrum disorders	135	137	141	143	167
People aged 75 and over predicted to have autistic spectrum disorders	108	114	133	163	179
<b>Total population aged 18 and over predicted to have autistic spectrum disorders</b>	<b>1119</b>	<b>1126</b>	<b>1170</b>	<b>1224</b>	<b>1272</b>

*Projected Adult Needs and Services Information (PANSI)*

- 6.4 The Projected Adult Needs and Services Information (PANSI) System using Office for National Statistics population projections provide estimates of the numbers of adults on the autistic spectrum aged 18 and over. This is based on 1% of adult population having autism. Estimated numbers from this source show numbers are predicted to increase.

**Table 3: Numbers predicted to be on the autistic spectrum in The Royal Borough aged 18-64 years by gender**

	<b>2015</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>
Total males	787	806	826	833
Total females	88	90	91	92
<b>Total population of adults with autism 18-64</b>	<b>875</b>	<b>896</b>	<b>917</b>	<b>925</b>

*Projected Adult Needs and Services Information (PANSI)*

- 6.5 Autism is more common in males than females as can be seen by the predicted table above, however, campaign groups believe the condition may currently be under diagnosed in females.
- 6.6 The Autism Self Assessment 2016 identified that during the year to March 2016:
- 149 people had received social care support, or information and advice or were signposted to other services.
  - 97 people with autism were referred to our Autism Specialist. 37 were assessed as needing social care support. 60 did not meet assessed social care criteria so received advice, information and signposting to other services.
  - Of the above 97 people above 20 also had a mental health condition.
  - In addition 52 people had a dual diagnosis of a learning disability and autism.
  - 80 people in the year to March 2016 were diagnosed with autism and none were referred out of area.
- 6.7 The Royal Borough commissions Ways into Work to provide supported employment to clients with autism. Ways into Work:
- are currently working with 82 individuals.
  - have currently supported 37 of the 82 people to both gain and maintain employment.
  - supported a further 16 people who are currently undertaking targeted work experience.
  - are achieving a 45% employment outcome for people with autism in the Royal Borough whilst the national average is 15%.
  - to address the growing demand for the service, Ways into Work have set up a job specialist job club, which enables people to be connected to the service and begin building a profile while they wait to be allocated.

## 7. LOCAL DRIVERS

### Children and young people

#### **East Berkshire Local Transformation Plan for Children & Young People's Mental Health and Wellbeing – October 2015**

- 7.1 By working in partnership across East Berkshire, the main objective for the future of Children and Young People's Mental Health services is a whole system approach, removing the tiers and barriers between services and ensuring a focus on the needs of children, young people and their families.
- 7.2 There are a substantial number of children and young people requiring mental health support in East Berkshire. Berkshire Healthcare NHS Foundation Trust, the local mental health services provider, is facing a number of challenges including a year on year increase in the numbers of referrals, difficulty in recruiting appropriately qualified staff and increasing waiting times. Whilst children are placed on waiting lists, there is a risk that their mental health could also deteriorate. There is pressure on all of the children's services across all tiers in East Berkshire.
- 7.3 A clear, overarching priority has been identified with stakeholders who provide services that support children and young people's mental health and wellbeing that will support greater transparency and accountability going forward.

#### Our Vision

- More children and young people will have good mental health, and grow up being resilient
- More children and young people will get the right support at the right time

- 7.4 A diagnosis only service is available through the current Tier 3 CAMHS service. Those children and young people with a single diagnosis will be signposted on to support services including Berkshire Autistic Society and other Local Authority funded services. In the future there will be a range of support services available including behaviour support for parents, which will be tailored to meet the needs of the child/young person and their family.

#### **Autism**

- 7.5 A diagnosis only service is available through the current Tier 3 CAMHS service. Those children and young people with a single diagnosis will be signposted on to support services including Autism Berkshire and other Local Authority funded services. In the future there will be a range of support services available including behaviour support for parents, which will be tailored to meet the needs of the child/young person and their family.

**Table 4: Actual number of children with autistic spectrum disorders in NHS Windsor, Ascot and Maidenhead, 2016**

<b>Total ASDs in children 11-16yrs</b>	<b>Total ASDs in children 5-10yrs</b>	<b>ASDs in children pre school (&lt;5ys)</b>
231	118	30

7.6 The children highlighted in the table above are the actual numbers of children in RBWM with a diagnosis of autistic spectrum disorder. They are educated in a variety of settings and have a range of difficulties from mild to severe.

## **Adults**

### **Older adults**

7.7 Older adults with autism are a neglected group. They have received little attention to date in policy, research or service provision. In large part, this is because autism was only identified in the 1940s and the first generation of adults to be diagnosed in childhood are only now moving into older age. The challenges ahead will be providing support services for older people who have not received a diagnosis in the past and how their condition will affect them as they age in combination with other factors such as dementia.

7.8 The Royal Borough's aim is to plan appropriate services for older people with autism who live in the area, and take steps to ensure that mainstream services are autism appropriate. Data collection will be integral to the success of local planning and commissioning services.

### **Housing**

7.9 A survey by the National Autistic Society showed that 49% of adults with autism still lived with their parents. This may reflect the fact that people with autism require ongoing support into adulthood due to their needs or that support to enable them to live independently is limited.

7.10 There are several housing options available for individuals with autism depending on their level of support need. These options are aimed at encouraging independence and empowering individuals to be able to live independent lives in the community while enabling them to obtain the support they need in a suitable environment. Options can include supported housing; general needs housing and home ownership.

### **Supported housing**

7.11 Supported housing usually consists of an independent purpose built property, for example a flat with its own front door but with a member of support staff based on site. Staffing would be 24 hours a day with an allocated key worker for each service user.

7.12 The objective of a supported housing placement would be to provide the opportunity for residents to learn the life skills required to enable them to enter and sustain a tenancy in mainstream housing. Each resident would occupy the accommodation via a tenancy which sets out the criteria they have to adhere to and would provide them with experience in managing that tenancy.

### **General needs housing**

- 7.13 General needs housing would be suited to individuals who are ready to move into independent living in mainstream housing, with a floating support package of 2 hours per week to help with living skills such as managing correspondence and budgeting. This could be through a placement in a council property or in the private market.
- 7.14 For individuals over 55 years of age, there is the additional option of general needs sheltered accommodation which can provide the opportunity for independent living within an age restricted development. These may particularly suit individuals that require a quieter living environment or those who are especially vulnerable.

### **Shared ownership**

- 7.15 Individuals who are working and have access to the funds for a deposit can apply for a Shared Ownership property. Also known as part buy part rent, this would give individuals the opportunity to buy a share of a property, minimum of 25% enabling them to gain a foot on the property ladder. Rent is paid on the unowned element to a social housing provider who owns the balance of the property value.
- 7.16 Over time shared owners can purchase additional shares of their property until they own the property outright. The value of future shares purchased is determined by an independent valuation of the market value of the property at the time the additional share is purchased.

### **Support need in the Royal Borough**

- 7.17 The Royal Borough currently provides out of borough placements to some people where it is the most robust placement in terms of meeting a person's needs such as dual diagnosis, which could mean autism and a mental health condition such as bipolar. The cost of this over the last two years has been:
1. 2015/2016 - Yearly cost £403,200 for seven people.
  2. 2016/2017 - Yearly cost £456,000 for seven people.
- 7.18 The Royal Borough also offers a variety of other housing options, and categorised into low, medium and high need:
- Low could be living in mainstream housing with floating support provided by Housing Solutions (usually two -three hours a week).
  - Medium could be supported living in own flat with support workers involvement similar to sheltered accommodation, two to 30 hours dependable on need.
  - High need could be Residential or supported but with 24 hour staffing.
- 7.19 The Royal Borough currently provide 47 clients with a variety of housing options with a further 59 living with parents.
- 7.20 A significant percentage of the 59 people living with their parents would like to move to independent living for a variety of reasons. In recognition of this the Royal Borough as part of the strategy will develop a pilot project to support five people with autism to live independently using several models such as shared ownership, floating support with access where appropriate to assistive technology.



## 8. OUR APPROACH TO UPDATING AND REFRESHING THE AUTISM STRATEGY

8.1 The development of this strategy was informed by workshops attended by lead managers, commissioners, clinical and social care professionals, people with autism and family carers who looked at key areas of *need* as outlined in the executive summary. This provided a wealth of ideas and suggestions on how to improve the current good work already underway in those areas.

8.2 The next most important step was to ask residents, people with autism and their informal carers what were priority areas for them. To do this the 15 Priority Challenges for Action criteria were used. Permission from the Department of Health had been given to amalgamate, amend and add to, to make them relevant to this locality. 'I' statements were used to reinforce the primary aim to put the person with autism and their carers at the centre of all that is done. Residents were asked from their point of view, which four statements they thought were the most important to them from the list below, as well any further feedback.

- I want a timely diagnosis from a trained professional.
- I want to know how to connect with other people.
- I want support as I need it, throughout my education to fulfil my potential and enhance my skills.
- I want the everyday services that I come into contact with to know how to make reasonable adjustments to include me, accept me as I am and adapt the support they give me.
- I want to be accepted as who I am within my local community and I want my views and aspirations to be taken into account when decisions are made in my local area.
- I want to know that my family can get help and support when they need it.
- I want staff in health and social care services to understand that I have autism and how this affects me differently through my life.
- I want support to get a job and support from my employer to help me keep it.
- I want to be able to live as independently as possible and have access to housing support.
- I want to be safe in my community and free from the risk of discrimination, hate crime and abuse.

8.3 There were 112 responses to the consultation, see Table 4, from which the following top five priorities emerged:

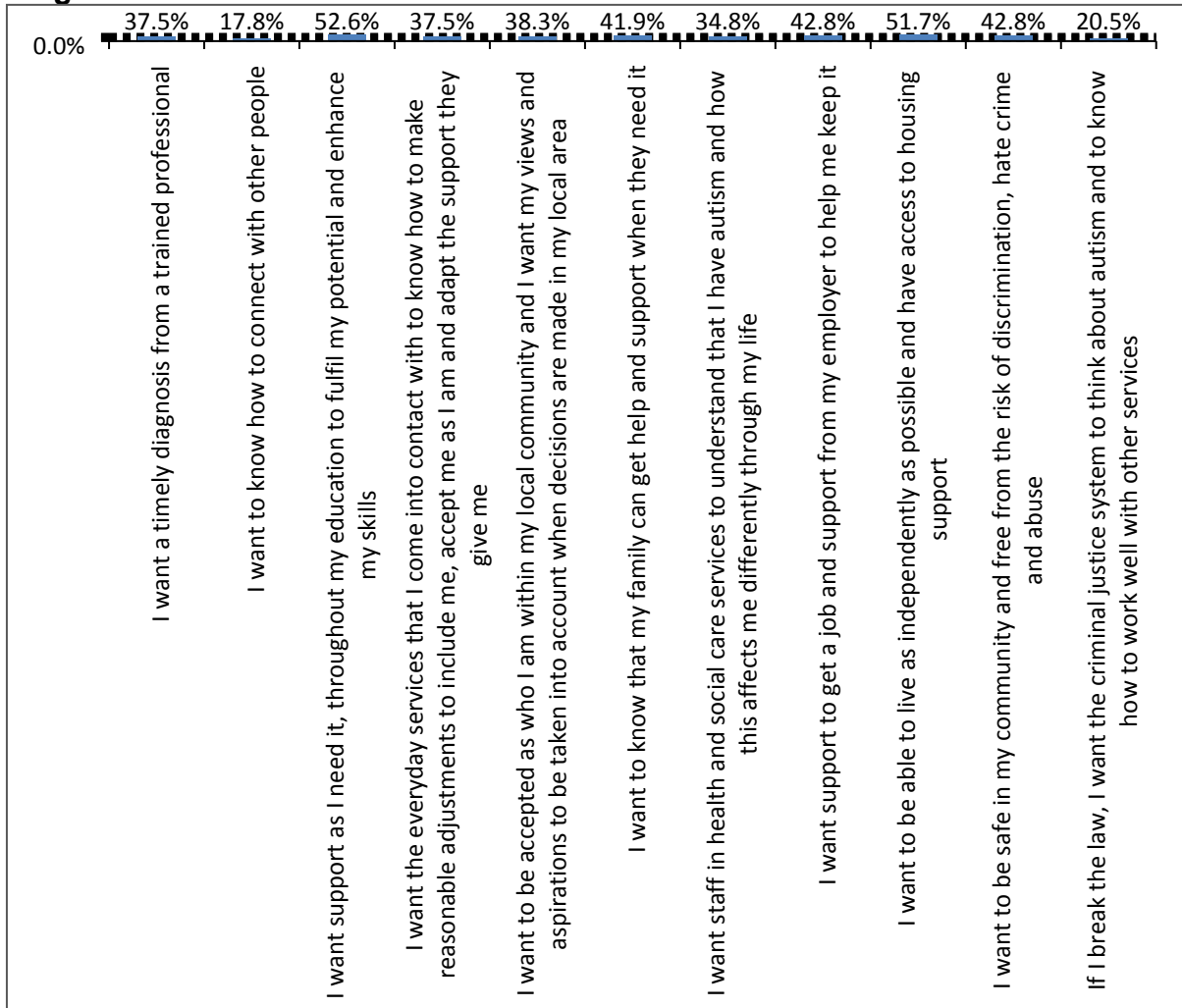
- 1. I want support as I need it, throughout my education to fulfil my potential and enhance my skills.**
- 2. I want to be able to live as independently as possible and have access to housing support.**
- =3. I want support to get a job and support from my employer to help me keep it.**
- =3. I want to be safe in my community and free from the risk of discrimination, hate crime and abuse.**
- 5. I want to know that my family can get help and support when they need it.**

- 8.4 As was rightly pointed out in the public consultation all these are priorities for someone with autism! It is important to note that it does not mean that The Royal Borough is not working in the other areas, just responding to our residents stated needs.
- 8.5 All 11 priorities form the basis of the action plan which will be developed over the life of the strategy.

**Table 5: Number of responses**

	<b>Response Percentage</b>	<b>Response Count</b>
I want a timely diagnosis from a trained professional	37.5%	42
I want to know how to connect with other people	17.8%	20
I want support as I need it, throughout my education to fulfil my potential and enhance my skills	52.6%	59
I want the everyday services that I come into contact with to know how to make reasonable adjustments to include me, accept me as I am and adapt the support they give me	37.5%	42
I want to be accepted as who I am within my local community and I want my views and aspirations to be taken into account when decisions are made in my local area	38.3%	43
I want to know that my family can get help and support when they need it	41.9%	47
I want staff in health and social care services to understand that I have autism and how this affects me differently through my life	34.8%	39
I want support to get a job and support from my employer to help me keep it	42.8%	48
I want to be able to live as independently as possible and have access to housing support	51.7%	58
I want to be safe in my community and free from the risk of discrimination, hate crime and abuse	42.8%	48
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	20.5%	23
<b><i>answered question</i></b>		<b>112</b>

**Diagram 1:**



**The Action Plan**

8.6 The Action Plan, see Appendix 1, has been developed by the Autism Partnership Board and takes into account all elements of the needs analysis – the expected need and what people have expressed a need for through the consultation. The Action Plan is the document that will, to an extent, govern the actions The Royal Borough and the Clinical Commissioning Group undertakes over the next five years. It aims to link the needs identified to achievable priorities and on to items for action which will be reviewed and assessed by the Autism Partnership Board regularly throughout the strategy lifetime.

8.7 The 11 consultation priorities in the Autism Action Plan have been listed in ranking order based on the consultation feedback and actions, future recommendations and suggestions.

## 9. CURRENT SERVICES - Children & Young people

### 9.1 Universal

- Autism Berkshire – information and support, helpline, training, social and interest groups, drop ins, internet safety courses, social skill and life skills, home visits.
- Counselling - Talking Therapies, No. 22, Youthtalk and psychologists.
- The Autism Group - Special Interest Groups for 11 – 25 year olds, Parent Support Groups for parent/carers of 11-25 year olds, Autism training for parents and professionals, @Home service – 1-1 support and information in the privacy of the parent/carer's home. For parents of children, young people and adults of any age.
- Stand out for Autism – provides support to people and families living with autism. The aims are raise awareness and provide support with an annual activities schedule.
- Odeon cinema autism friendly screenings.
- Signal – carers support and information.
- RBWM Autistic Spectrum Conditions Support Directory.
- Autism awareness training.
- Health Visitor or General Practitioner (GP).
- Local children's centres.
- Speech and language drop in clinics.
- Child's class teacher or key person.
- Parenting Special Children (offer pre-diagnosis advice and support).
- The Royal Borough "Local Offer."

### 9.2 Targeted

- Family Carers Social Care Support.
- East Berkshire College – specialist education provision.
- Speech and language support.
- Occupational health provision.
- Shared lives and home share schemes.
- School, Early Years or F.E. Special Educational Needs Co-ordinator (SENCO)
- Children and Young People Disability Service (CYPDS)
- Information, Advice and Support Service for Windsor and Maidenhead (formerly the Parent Partnership Service)
- SHaRON (*a new dedicated social support network, with a section called 'Jupiter' for parents and carers of young people who are either waiting for their child to have an assessment for autism or who have a child who has already been given a diagnosis of an Autism Spectrum Condition.*)
- The "Look and Listen Group" (provided by the Children and Young People Disability Service for children aged 3-5yrs with autism. The purpose of the group is to provide a safe learning environment for children with autism to

experience the structure and expectations of a nursery or school setting. Parents also attend the sessions and have the opportunity to meet other parents/carers in similar circumstances to their own and to share knowledge, experiences and any concerns.)

- 'Post ASD Diagnosis Parenting Group'. Provides parents with an understanding of autism and strategies to support their children's behaviour and communication needs.
- The Shine Outreach team offer National Autistic Society training on the Early Bird Plus Programme. (This is a three-month programme for parents/carers of young children (4-8 years) with autism and for the professionals supporting them).
- Berkshire Healthcare Foundation Trust provide the Children and Young People's Integrated Therapies to provide specialist services to support the development and learning of young children including Occupational Therapy, Physiotherapy, Speech and Language Therapy and specialist Dietetic services for children throughout Berkshire.
- Educational Psychology Service.
- Autistic Girls and Young Women workshop and support group.

### **9.3 Specialist**

- Diagnostic service.
- Specialist Autism Adult Social Care Support.
- 24 hour Residential care.
- Special School/unit/Further Education college.
- Short Breaks.
- Personal Budgets.
- Education, Health and Care (EHC) planning. To be eligible for an EHC Plan, a child or young person must have special educational needs (SEN), which can not be met by SEN support within their educational setting. If a child or young person (0-25yrs) has shown significant delays or difficulties with their learning, then the Local Authority will consider whether an EHC needs assessment is necessary or whether their needs can be met through the services in the Local Offer.

## **10. CURRENT SERVICES - Adults**

### **10.1 Universal**

- Autism Berkshire – information and support, helpline, training, social and interest groups, drop ins, internet safety courses, social skill and life skills, home visits.
- The Autism Group - @Home service – 1-1 support and information in the privacy of the parent/carer's home.
- Counselling - Talking Therapies, No. 22, Youthtalk and psychologists.
- Stand out for Autism – provides support to people and families living with autism. The aims are raise awareness and provide support with an annual activities schedule.
- Odeon cinema autism friendly screenings.
- Signal – carers support and information.
- RBWM Autistic Spectrum Conditions Support Directory.
- Friends in Need – mental health peer support.
- Advocacy – SEAP mental health advocacy.
- Autism awareness training.

### **10.2 Targeted**

- Family Carers Social Care Support.
- Ways into Work – supported employment.
- East Berkshire College – specialist education provision.
- Kingwood Trust – supports people to live in their own home.
- Richmond Fellowship – community mental health support.
- Resilience – drug and alcohol support.
- Speech and language support.
- Occupational health provision.
- Shared lives and home share schemes.

### **10.3 Specialist**

- Diagnostic service including Post diagnosis groups - 'Being me' for Autism and 'Manage Your Mind' for Attention Deficit Hyperactivity Disorder (ADHD).
- Specialist Autism Adult Social Care Support.
- Supported Living.
- 24 hour Residential care.
- Personal budgets.

## Appendix 1

Our aims in ranking order based on public feedback	Core themes	Action required	Risk	Time scales	Owner	Future recommendations and suggestions	Impact
<b>1. I want support as I need it, throughout my education to fulfil my potential and enhance my skills</b>	<i>To achieve full potential whilst in full time education</i>	ASD training offered to all mainstream schools.	Lack of skill in managing specific needs.	March 2018	CYPDS	Devise impact measures. pre/post impact measures.	Increased knowledge within mainstream schools
		Outreach service (SHINE) to offer advice and support for children with more complex difficulties.	Service offer not maximised.	Nov2017	SHINE team	SHINE to ensure schools know how to access the service.	More CYP will be able to stay within a mainstream school.
		Regular Educational Psychology and emotional wellbeing input in all schools.	Needs may not be met in mainstream school.	March 2018	Psychology, Wellbeing and School Support	Devise impact measures. pre/post measures.	Development of Tier 2 services (as highlighted in CAMHS strategy) Ensure that more CYP with ASD educated in the mainstream
	<i>Opportunities to continue education and skills development after 18 +</i>	A comprehensive local offer across a wide range of FE providers.	Providers unable to increase their individual offers.	July 2018	CYPDS	Proposal are considered on a pan Berkshire basis to increase range and scope of provision.	Young people are able to remain within their local community and become economically viable.

<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
<b>2. I want to be able to live as independently as possible and have access to housing support</b>	<i>Housing provision increased</i>	Pilot project - Support 5 autistic clients to live independently using several models such as shared ownership, floating support etc. with access to Assistive Technology (AT)	Managing budgets from several sources/ Lack of partnership working	Dec 2017	Housing Options Officer, Lead Autism Practitioner	Begin process to access various funding streams and identify clients who would be eligible	To enable 5 clients with Autism to live independently
	<i>More supported living schemes</i>	Access to Shared Lives and Full Lives	People unaware of Shared Lives/ Full Lives			Invite Ategi to Autism Partnership Board to discuss promotion of scheme	
		Develop AT equipment by diagnosis document to include autism	Lack of staff to implement	Nov 2017	Assistive technology lead, Lead Autism Practitioner	<ul style="list-style-type: none"> <li>• Equipment list available to people with autism and their families and staff</li> <li>• People assessed for eligibility for equipment or purchase privately</li> </ul>	<ul style="list-style-type: none"> <li>• Enable clients to live more independently</li> <li>• Enable clients to live more independently</li> </ul>
	<i>Independent living skills</i>	Cooking and budgeting sessions	Lack of resources to deliver	Annual 2017	Autism Berkshire	Autism Berkshire delivering x sessions during 2017	Improve independent living skills



<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
		More Social eyes courses	Lack of capacity	Feb 2018	Autism Berkshire	Investigate funding	More social opportunities for clients
		Support assistants promoted to people with Autism	Lack of Personal Assistants	Jan 2018	Nuway, Lead Autism Practitioner	Invite Nuway to Autism Partnership Board to discuss promotion of service	More clients able to live independently
	<i>Travel</i>	Companionship promoting independent travel	Companions available	Dec 2017	People to Places, Autism Berkshire	Invite People to Places to Autism Partnership Board to discuss delivery	Clients with autism supported to travel and access activities
<b>3. I want support to get a job and support from my employer to help me keep it</b>	<i>Increased employment provision</i>	Bid to increase supported employment provision	No funds available to support extra provision	Jan 2018	Ways into Work	An extra part time post to support more clients	More clients supported into employment
		Continue the WiW apprenticeship scheme	No funds available	Jan 2018	Ways into Work	Update on progress to date and forward plans for development	Continue apprenticeship scheme providing essential opportunities into employment
		RBWM Autism Apprenticeship scheme	Lack of engagement	Nov 2017		Investigate the number of apprenticeships for people with autism at the council	Increase the number of people with autism into apprenticeships

<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
	<i>Increase training, knowledge, awareness for employers</i>	Multi agency training programme to deliver training and awareness to employers	Lack of engagement	Jan 2018	Autism Partnership Board	Discuss and develop with all stakeholders a training plan	Employers autism aware
<b>4. I want to be safe in my community and free from the risk of discrimination, hate crime and abuse</b>	<i>Increased training around personal safety</i>	Internet safety training	Lack of funds to deliver, no attendees referred	Sessions during 2017	Autism Berkshire	Autism Berkshire (AB) have delivered x sessions	People with autism less vulnerable when using the internet
		Autism Awareness Week events promoting awareness and understanding of autism	Lack of commitment by partners	Events delivered annually March 2017	Autism Partnership Board	Information stands around the borough	Increase autism awareness and provide information and support on local services to people with autism and those that support them
	<i>Autism friendly services and environment</i>	Training available to community ie. shops, transport	Cost to employers	Oct 2017	Autism Partnership Board	Stakeholders pool training resources to provide a programme of delivery	Autism awareness training enables the community to support people with autism
		Information leaflets available in libraries	Cost of leaflets	Dec 2017	Autism Partnership Board	Liaise with libraries to provide and maintain supply and make the public aware of resource	People able to access information to support their needs

<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
<b>5. I want to know that my family can get help and support when they need it</b>	<i>Increase formal identification of carers</i>	Autism Awareness Week identifies and supports carers, signposting to services available	Lack of commitment by partners	Programme of events delivered annually March 2017	Autism Partnership Board	Organise Autism Awareness events	More carers supported
	<i>Informal support networks for carers and families</i>	Carers support group	Family and carer support worker not able to deliver sessions	Ongoing	Family Carer Support Worker	Monthly evening carers group with discussion on particular topics	Provide peer support and information to carers to assist them in their caring role
	<i>Increase support for carers</i>	Personal Assistants (PA) can provide at a reasonable cost assistance for carers	Lack of PA's	Nov 2017	Nuway, Lead Autism Practitioner	Publicise PA availability	The use of PA's to support and provide carers respite
<b>6. I want to be accepted as who I am within my local community and I want my views and aspirations to be taken into account when</b>	<i>Promote kite marking services to ensure all are working to same delivery standard and principles</i>	Develop a kite marking scheme	Lack of engagement	Nov 2017	Autism Partnership Board, Slough Autism Partnership Board	Develop a kite marking scheme with Slough and the National Autistic Society	A more autism aware and supportive community

<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
<b>decisions are made in my local community</b>	<i>Ensure regular feedback from service users and carers</i>	Ask established groups their views	Lack of engagement	Ongoing	Autism Partnership Board, 'Bear Social Group'		Ensure that people with autism are able to input into future developments
	<i>Ensure continued participation of service users in the Autism Partnership Board</i>	Continue to encourage and invite service user participation in Board	Lack of interest from service users	Ongoing	Autism Partnership Board	Work through operational colleagues to identify participants and encourage participation	People with autism are able to express their views in the development of initiatives
<b>7. I want a timely diagnosis from a trained professional</b>	<i>Integrated and prompt approach to early diagnosis</i>	<ul style="list-style-type: none"> <li>• Increase early diagnosis by GP's</li> <li>• Awareness of reasonable adjustments in primary care</li> </ul>		Sept 2017  Oct 2017	Health Subgroup of Autism Partnership Board	<ul style="list-style-type: none"> <li>• Produce a GP awareness DVD that covers diagnosis and reasonable adjustments in GP surgeries</li> <li>• Promote DVD through EPIC Conference</li> </ul>	<ul style="list-style-type: none"> <li>• GP's aware of autism and are able to make reasonable adjustments to support</li> <li>• All local GP's autism aware</li> </ul>
<b>8. I want the everyday services that I come into contact with to know how to make reasonable adjustments to include me, accept me as I am and</b>	<i>Autism friendly community with autism awareness to make reasonable adjustments</i>	Promote kitemarking services to ensure all are working to same delivery standard and principles	Lack of engagement	Sept 2017 – Mar 2022	Autism Partnership Board, Slough Autism Partnership Board	Work with Slough/ NAS to set up a kite marking scheme locally	As in point 6
		Autism training available to the	Lack of engagement	Ongoing	Autism Partnership	Use social media to communicate messages	As in point 4

<b>Our aims in ranking order based on public feedback</b>	<b>Core themes</b>	<b>Action required</b>	<b>Risk</b>	<b>Time scales</b>	<b>Owner</b>	<b>Future recommendations and suggestions</b>	<b>Impact</b>
<b>adapt the support they give me</b>		wider community			Board	around autism	
		Produce or identify DVD to deliver messages	Lack of engagement	2018	Autism Partnership Board	Research DVD training material currently available	As in point 7
<b>9. I want staff in health and social care services to understand that I have autism and how this affects me differently through my life</b>	<i>Increased provision for Autism awareness training in health</i>	<ul style="list-style-type: none"> <li>• Increase GP's awareness</li> <li>• Training for hospital staff</li> </ul>	Lack of engagement		CCG lead	<ul style="list-style-type: none"> <li>• DVD for GP's</li> <li>• Autism session at EPIC conference</li> </ul>	Health professionals better able to support people with autism
	<ul style="list-style-type: none"> <li>• <i>Increased provision for autism awareness training across social care, council and other statutory services</i></li> </ul>	<ul style="list-style-type: none"> <li>• Continued programme of autism training in adult social care</li> <li>• Library staff and volunteers trained</li> </ul>	Lack of engagement	Feb 2017	<ul style="list-style-type: none"> <li>• Human resources training team</li> <li>• Lead Autism Specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Training for library volunteers running book club</li> </ul>	<ul style="list-style-type: none"> <li>• Social care staff able to support people with autism</li> <li>• Volunteers able to support people with autism in a book club</li> </ul>
	<ul style="list-style-type: none"> <li>• <i>Provision for older people with autism</i></li> </ul>	Develop services for older people with autism	Lack of engagement	Nov 2017	Autism Partnership Board		Ensure support is age appropriate

Our aims in ranking order based on public feedback	Core themes	Action required	Risk	Time scales	Owner	Future recommendations and suggestions	Impact
<b>10. 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</b>	<ul style="list-style-type: none"> <li>• <i>Autism awareness across the whole justice system</i></li> </ul>	Deliver Autism awareness training across the justice system	Lack of engagement	Ongoing	Autism Partnership Board		The criminal justice system is autism aware and able to make reasonable adjustments
	<ul style="list-style-type: none"> <li>• <i>Continue to promote the Berkshire Alert Card</i></li> </ul>	<ul style="list-style-type: none"> <li>• Promote alert cards during Autism Awareness Week</li> <li>• Event to promote alert cards</li> </ul>	<ul style="list-style-type: none"> <li>Lack of staff to deliver events</li> <li>Stakeholders not engaged</li> </ul>	<ul style="list-style-type: none"> <li>Mar 2017</li> <li>Nov 2017</li> </ul>	Autism Partnership Board	<ul style="list-style-type: none"> <li>• Promotional stand in the Nicholson Shopping Centre during Autism Awareness Stand</li> <li>• Through the Autism Partnership Board organise an event to promote cards</li> </ul>	People carrying Alert Cards can access appropriate support
<b>11. I want to know how to connect with other people</b>	<i>Increase provision for social inclusion both autism specific and ensure general services are more accessible</i>	<ul style="list-style-type: none"> <li>• Increase in provision of social / interest groups</li> </ul>		<ul style="list-style-type: none"> <li>Nov 2017</li> <li>Mar 2017</li> </ul>	<ul style="list-style-type: none"> <li>• Autism Berkshire</li> <li>• Lead Autism Specialist, Library staff</li> </ul>	<ul style="list-style-type: none"> <li>• Courses that teach people how to manage friendships outside of specific groups</li> <li>• Book club with the Kindles from the Capital Fund</li> <li>• Music group with instruments from Capital Fund</li> <li>• Running group using Hi Viz jackets from Capital</li> </ul>	Improve wellbeing and social integration of people with autism

Our aims in ranking order based on public feedback	Core themes	Action required	Risk	Time scales	Owner	Future recommendations and suggestions	Impact
						Fund	

Document Name	The Royal Borough Joint Autism Strategy 2017 - 2022		
Document Author	Debbie Dickenson, Public Health Commissioning Officer		
Document owner	Hilary Hall, Deputy Director Strategy & Commissioning.		
Accessibility	This document can be made available in other formats upon request		
File location	S drive/ Public health / Autism		
Destruction date	N/A		
How this document was created	Version 1	Author.	April 2017.
	Version 2	Strategy & Commissioning Team.	May 2017.
	Version 3	Public.	July 2017.
Circulation restrictions	None		
Review date	June 2018.		