

Draft First Year Action Plan

Strategic objective:	Strategic action:	Actions Proposed for Year 1
<p>1. Increased awareness &amp; understanding of autism amongst health &amp; social care staff</p>	<p>Include autism awareness in general equality &amp; diversity training</p> <p>Include autism awareness in other training programmes &amp; evaluate its impact.</p> <p>Prioritise autism awareness training for frontline staff Identify local experts to help deliver training</p> <p>Explore the benefits of combined training programmes</p>	<ul style="list-style-type: none"> <li>Autism Awareness training for all frontline staff working in housing, health and social care provided through learning DVD</li> </ul>
<p>2. Provision of specialist training for those in key roles</p>	<p>Develop or provide specialist training for those in key roles that have a direct impact on access to services for adults with autism</p> <p>Work with key partners to improve quality of autism training</p>	<ul style="list-style-type: none"> <li>Specialist training for council staff and Sussex Partnership Foundation Trust providing support to those with Autistic Spectrum Disorder</li> </ul>
<p>3. Autism awareness included in Primary Care workforce development</p>	<p>Include training in Continuing Professional Development (CPD) &amp; evaluate its impact</p>	<ul style="list-style-type: none"> <li>Autism Awareness training for Primary Health Professionals include in CPD</li> </ul>
	<p>Explore opportunities to deliver training in Primary Care settings following a needs assessment</p> <p>Review what is needed in GP practices to enhance services to people with autism</p>	<ul style="list-style-type: none"> <li>Training in practices</li> </ul>
<p>4. Improved services to better meet diverse needs</p>	<p>Needs of people with autism included in Equality Impact Assessment (EIA)</p>	<ul style="list-style-type: none"> <li>Include needs of people with Autistic Spectrum Conditions in equality impact assessments</li> </ul>
	<p>Social &amp; leisure services review barriers to access for adults</p>	<ul style="list-style-type: none"> <li>EIA Leisure Services</li> </ul>

<b>Strategic objective:</b>	<b>Strategic action:</b>	<b>Actions Proposed for Year 1</b>
<p>1. Availability of a clear &amp; trusted diagnostic pathway locally leading to a person-centred assessment of need</p>	<p>with autism</p> <p>Develop a clear pathway to diagnosis &amp; assessment of need in light of NICE guidance</p> <p>Assessment offered to adults diagnosed with autism who may have an eligible social care need</p> <p>Identify specific individuals in frontline clinical teams to represent interests of adults with autism</p> <p>Establish arrangements to coordinate health, housing &amp; social care input</p>	<ul style="list-style-type: none"> <li>• Review pathway diagnosis and access to social care accessible housing and employment services</li> <li>• Review of the care pathway through the Autism Stakeholder Group</li> <li>• Identity champions</li> </ul>
<p>2. Adults with autism achieve better health &amp; social outcomes</p>	<p>Ensure adults with autism are better able to access health care at an early stage through reasonable adjustments</p> <p>Ensure appropriate support is offered following screening or diagnosis, including the needs of carers</p> <p>Ensure appropriate support is offered following screening or diagnosis, including the needs of carers</p> <p>Ensure adults with autism are benefitting from the personalisation agenda in health &amp; social care, &amp; can access personal budgets</p> <p>Develop a locally coordinated &amp; comprehensive data system to inform planning</p>	<ul style="list-style-type: none"> <li>• Develop Screening questionnaire to assist GP's to identify people for referral</li> <li>• Diagnosis includes recommended support plan</li> <li>• Review of self directed support processes and services</li> <li>• Systems established to record people with ASC, Housing, Diagnosis</li> </ul>
<p>3. Coordinated liaison</p>	<p>Identified key worker/case manager assigned to adult with</p>	<ul style="list-style-type: none"> <li>• Review of Care Pathway</li> </ul>

across agencies	autism & their carers	
<b>Strategic objective:</b>	<b>Strategic action:</b>	<b>Actions Proposed for Year 1</b>
<p>1. Local Authority &amp; NHS compliance with existing legal obligations under the statutory guidance around transition planning</p>	<p>Review transitions planning process to ensure compliant with best practice</p> <p>Ensure that young person &amp; their carers are informed of their right to assessment as transition approaches</p>	<ul style="list-style-type: none"> <li>• Transitions review to improve transitions process to include needs of people with Autism</li> </ul>
<p>2. Parents &amp; young person informed of their right to a Social Care Assessment &amp; Carers Assessment</p> <p>3. Robust systems &amp; protocols in place to ensure a smooth transition into adulthood</p> <p>4. Involvement of people with Autism and their families in transition planning &amp; support</p>	<p>Ensure joint working, planning &amp; robust communication between key services &amp; agencies</p> <p>Ensure full &amp; appropriate involvement of young person with autism &amp; families in the transition process</p>	<p>Establish local protocol for transitions for young people with autism receiving mental health services</p>

<b>Education</b>		
<p>1. School leaving age determined by individual learning needs</p> <p>2. Adults with autism actively supported to complete their course of study in Further Education (FE)</p>	<p>Explore opportunities for changes or modifications to the current criteria based on age limits rather than learning needs</p> <p>Review current support arrangements in FE for students with autism</p>	<ul style="list-style-type: none"> <li>• Review current support arrangements in further education, college and adult education</li> </ul>
<b>Employment</b>		
<p>1. Adults with autism are included &amp; economically active</p>	<p>Increase awareness &amp; understanding of autism within the employment framework</p> <p>Reasonable adjustments in recruitment of staff within the local authority &amp; health providers as responsible &amp; empowering employers</p> <p>Increase engagement with employers through Supported Employment Team</p>	<ul style="list-style-type: none"> <li>• Review local employment services to identify gaps</li> </ul>
<b>Housing</b>		
<p>1. Adults with autism are living in accommodation that meets their needs</p>	<p>Review local housing policy &amp; strategy to ensure consideration of needs of people with autism</p>	<ul style="list-style-type: none"> <li>• Needs of people with autism feed into review of housing allocation policy</li> </ul>
<p>2. Home Move eligibility criteria reviewed</p>	<p>Carry out a review of Home Move eligibility criteria</p>	<ul style="list-style-type: none"> <li>• EIA of allocations policy to specifically include needs of people with autism</li> </ul>

<p>3. Review of Supporting People services</p>	<p>Review the Integrated Support Pathway to ensure the needs of people with autism are reflected</p> <p>Include needs of people with ASC in review of Supporting people strategy</p>	<ul style="list-style-type: none"> <li>• Review integrated pathway (homeless services) and supporting people to include strategy referrals and the needs of people with autism</li> </ul>
<p>4. Identifying and planning housing need</p>	<p>Recording of residents with autism on the City Council Housing database</p>	<p>Begin coding of residents on housing register</p>
<p><b>Carers</b></p>		
<p>1. All carers to receive a Carer's Assessment which is reviewed annually</p>	<p>Carer's Assessment automatically triggered by diagnosis of autism</p>	<ul style="list-style-type: none"> <li>• Access to carers assessments will be reviewed as part of review of care pathway</li> </ul>
<p><b>Community safety</b></p>		
<p>1. Adults with autism no longer managed inappropriately in the criminal justice system</p>	<p>Explore provision of enhanced autism awareness training for key people in the police &amp; Criminal Justice System(CJS)</p> <p>Explore introduction of personal Autism Alert cards to raise awareness of autism amongst Criminal Justice staff</p>	<ul style="list-style-type: none"> <li>• Develop and take forward a plan for training and reasonable adjustments across the criminal justice system</li> </ul>
<p><b>Social and Leisure</b></p>		
<p>1. Removing barriers to meet diverse need</p>	<p>Social and leisure services review potential barriers to access for adults with autism</p>	<ul style="list-style-type: none"> <li>• Training to increase awareness of people in council provided leisure services</li> </ul>

<b>Strategic objectives:</b>	<b>Strategic actions:</b>	<b>Actions Proposed for Year 1</b>
<p>1. Allocated responsibility for leading the commissioning of community care services for adults with autism at local level</p>	<p>Lead Commissioner for autism identified</p>	<ul style="list-style-type: none"> <li>• Lead Commissioner identified</li> </ul>
<p>2. Implementation of a local commissioning plan for services for adults with autism</p>	<p>Develop an integrated commissioning plan around services for adults with autism</p> <p>Review contract specifications to ensure inclusion of autism in equality requirements</p> <p>Support World Autism Awareness Day (WAAD) to raise awareness at organisational &amp; wider level</p>	<ul style="list-style-type: none"> <li>• Contracts with service providers across health and social care include requirements for equalities training and reasonable adjustments to meet the needs of people with ASC</li> </ul>