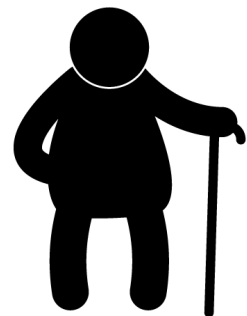




# 'Joining the Dots'

## Slough's Joint Autism Strategy 2014-2017



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DRAFT

## 1.0 Foreword

People with autism are valued residents of Slough. Slough Borough Council and the recently formed NHS Slough Clinical Commissioning Group (CCG) have a shared commitment to work together to improve the lives and opportunities for children and adults with autism in Slough.

This joint strategy goes beyond the requirements set out in the Autism Act 2009 and the associated national policy guidance, which refers only to adults. Instead, in Slough we have adopted a more ambitious approach, developing a strategy that relates to both children and adults. Our reason for this is we know that people with autism often face obstacles starting at childhood. We also know that the transition from child to adulthood can be a particularly difficult stage for young people. By including both children and adults, we are aiming to take a more holistic approach, developing opportunities and realising potential for people with autism at all stages in their lives.

This strategy will set the scene for the next three years as to how Slough Borough Council and Slough CCG will work together along with the voluntary and private sector to develop opportunities to make significant improvements to the lives of people with autism and their families.

We would like to thank all our stakeholders who have contributed to the development of the strategy, in particular people with autism and their carers.

Jane Wood

Director, Wellbeing

Dr Jim O'Donnell

Chair

Slough Clinical Commissioning  
Group

## 1.0 Introduction

### 1.1 Executive Summary

This is the first Joint Autism Commissioning Strategy for Slough. It has been developed by the Council, Slough Clinical Commissioning Group and members of the Slough Autism Partnership Board following extensive consultation with people with autism and their carers. It is based on what people with autism have told us as well building on current good practice. It responds to requirements within the national autism strategy<sup>1</sup>, local priorities and locally identified areas of unmet needs. It has also been developed within the context of the growing financial pressures within the public sector and the requirement for integrated working between the NHS, local authorities and the third sector. The ever increasing requirement to demonstrate value for money in all aspects of education, health and social care means this strategy must be both realistic and sustainable and that commissioned services demonstrate value for money by delivering effective outcomes for people with autism and their families.

### 1.2 Vision

At the heart of this strategy is a commitment to work towards ensuring all people with autism, whatever their age, have the same opportunities as anyone else in order to live rewarding and fulfilling lives. To achieve this, the strategy promotes a greater understanding and acceptance of autism.

'But real success will depend ultimately not only on transforming services, but on changing attitudes across our society. We need to build public and professional awareness and reduce the isolation and exclusion that people with autism too often face'

Secretary of State for Health<sup>2</sup>

### 1.3 Aims of the strategy

As mentioned earlier, this is the first local autism commissioning strategy for Slough. It aims to support the key priorities outlined within the national strategy as well as responds to what local people with autism and their families have told us are important to help improve their lives.

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<sup>1</sup> Fulfilling and rewarding lives: the strategy for adults with autism in England (2010)

<sup>2</sup> Secretary of State for Health in the forward to 'Fulfilling and rewarding Lives: the strategy for adults with autism in England (2010)

This strategy aims to:

- Ensure early identification of people with autism in Slough.
- Ensure early diagnosis and interventions in order to maximise the life chances of people with autism.
- Ensure local services for children and young people with autism meet the spectrum of educational needs.
- Support people with autism at all stages in their lives to develop the necessary skills and confidence to achieve their full potential.
- Promote a greater local awareness, understanding and social acceptance of autism within Slough.
- Ensure smooth transitions for people with autism and their families at significant times in their lives.
- Develop an effective autism diagnosis pathway across all age ranges ensuring that it is timely personalised.
- Ensure children and adults with autism, assessed as eligible have access to a personal budget.
- Ensure there are clear and straightforward routes for people with autism not eligible for social care to access support through universal services.
- Help people with autism to become independent and socially included, living as fully participating members of the wider community.
- Involve people with autism to shape services designed to meet their specific needs.
- Help people with autism to make a positive contribution and achieve economic well-being.
- Ensure carers and/or siblings of people with autism access appropriate support to help meet their needs.
- Ensure people with autism have their health needs met.

## **1.4 Local Priorities**

This strategy sets out the five local priorities to focus on over the next three years. These have been developed as a response to:

- The views of people with autism, their carers and other key stakeholders
- National priorities for people with autism and changing legislation.

The priorities are;

**Local Priority Area 1: Improved Health and Wellbeing**

**Local Priority Area 2: Increased awareness and understanding of autism**

**Local Priority Area 3: Seamless transition processes**

**Local Priority Area 4: Improved social inclusion**

**Local Priority Area 5: Increased support for people with autism and their families**

An action plan has been developed to support the implementation of these priorities. This is included within the appendices document, which supports this strategy. This identifies where activities will be focussed in order to achieve these priorities.

## 1.5 Outcomes

The diagram below details the agreed local outcomes for Slough people with autism identified through consultation with them, their families and carers along with other key stakeholders. These incorporate the five outcomes in Every Child Matters<sup>3</sup> and the Adult Social Care Outcomes Framework.<sup>4</sup>

The identified priorities within this strategy will help achieve these agreed outcomes. Specialist support will continue to be commissioned for children and adults with autism. However, it is recognised that this approach alone will not help achieve the agreed outcomes. Instead a more holistic approach will be adopted where by the needs of people with autism are integrated into the commissioning and development of mainstream and preventative services including education, health, social care, leisure, housing and employment.

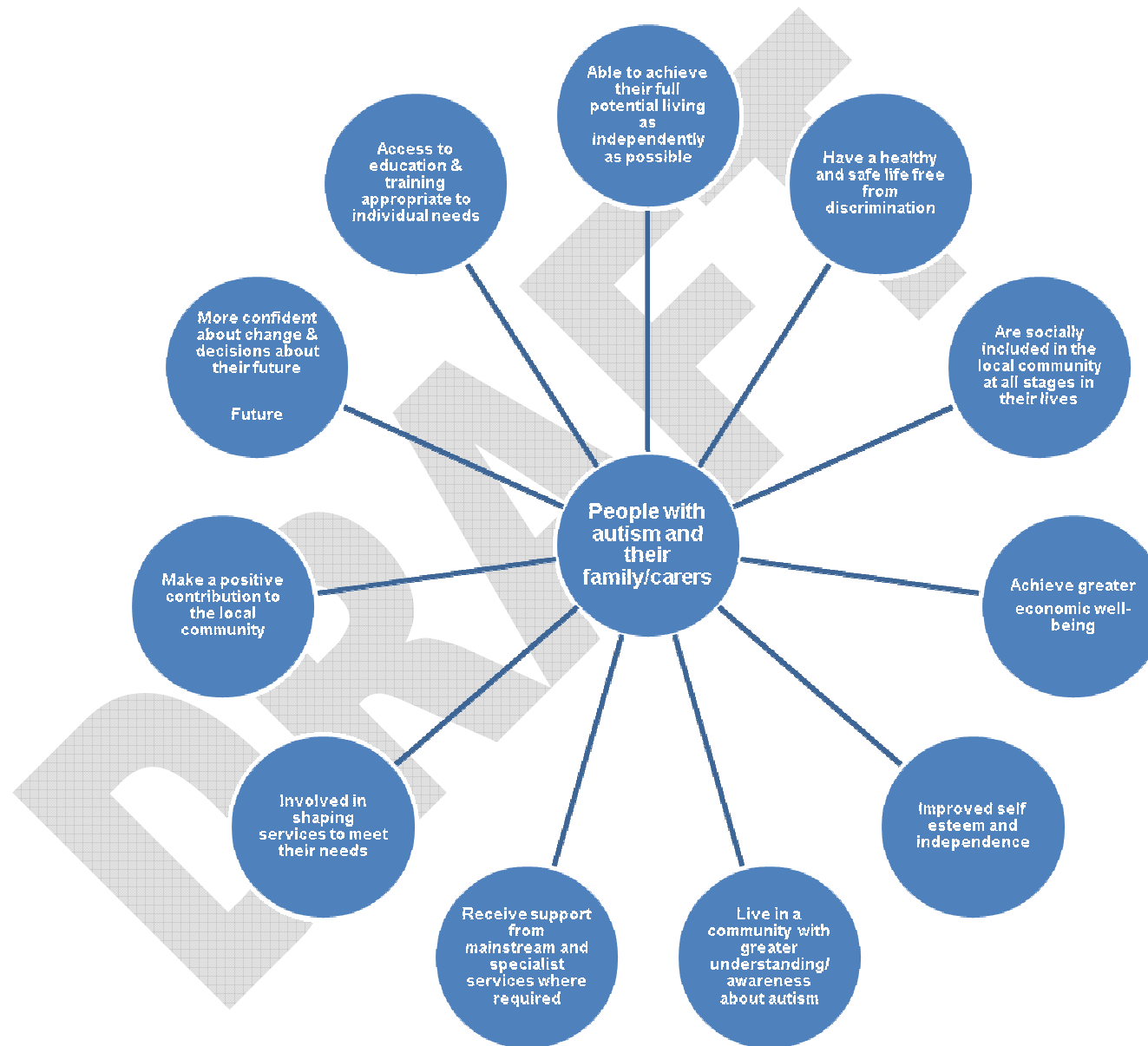
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<sup>3</sup> Every child matters: Change for children Department , the Department for Education (November 2004)

<sup>4</sup> Department of Health Adult Social Care Outcomes Framework 2014 to 2015 (November 2013)



**Diagram 1: Slough's outcomes to meet Fulfilling and Rewarding Lives**



## 2.0 Purpose of commissioning

“Commissioning is the means to secure the best value for local citizens. It is the process of translating aspirations and need, by specifying and procuring services for the local population, into services for users which:

- Deliver the best possible education, health and well-being outcomes, including promoting equality.
- Provide the best possible education, health and social care provision.
- Achieve this within the best use of available resources.<sup>5</sup>

## 3.0 Agreed Approach

In line with the commitment by Slough Borough Council and Slough CCG to work collaboratively, opportunities will be sought to jointly fund and commission services in order to improve outcomes for people with autism and their families. The strategy will be reviewed over the next three years and people with autism and their Carers will continue to be consulted on the implementation of it. If the agreed actions cannot be met within timescales, this will be communicated with reasons. This will take place through the Autism Partnership Board, the Learning Disability Partnership Board, the Older People's Partnership Board, the Carers Partnership Board, other Slough Carers forums, including the Early Help Board and the SEND Strategy Group which feed into the Children and Young People's Partnership Board. It has been agreed that:

- The strategy will be for a three year period commencing August 2014. It will be reviewed as required in light relevant legislative, policy changes and local priorities.
- The priorities, vision and outcomes outlined in this strategy will shape and steer the commissioning and delivery of services to support people with autism
- There will be a continued investment in preventative services.
- Strong partnerships with the independent and voluntary sector are essential in order to widen opportunities.
- It will respond to any demographic changes within Slough as well as both local and national policy and legislative changes.

“As providers of social care and now public health, the council has a key role to play in integrating services to both improve the quality of care and support that people

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<sup>5</sup> Commissioning framework for health and well-being Department of Health 2007

receive and help find new ways of addressing the long-standing concerns around the future funding of care services” Sir Merrick Cockell, Chair of the Local Government Association. Partnerships and integrated working are most successful when priorities and outcomes are identified and agreed and when resources and activity are targeted to meet those outcomes.

It is our intention to ensure people with autism are supported at every stage in their lives to enable them to reach their potential. To support this, it is critical that the community they are part of have a greater understanding about autism. We are committed to working with partners to design and deliver flexible, responsive and high quality local services. Services need to be wide ranging, universal and preventative and where appropriate targeted. We will use partnership engagement through our local Healthwatch, Slough Wellbeing Board and Clinical Commissioning Group whose key role is bringing together local commissioners to agree integrated ways of improving local health and well-being.

**Diagram 2: Targeting resources into promoting health, wellbeing and prevention**



### 3.1 How the strategy was developed

The strategy was developed through a partnership approach between Slough Borough Council, Slough CCG, the independent and voluntary sector and importantly people with autism and their Carers. This included:

- Holding a consultation event with local people with autism, their Carers and other key stakeholders.
- A sample survey being undertaken to seek the views of people with autism and their Carers.
- Priorities agreed with people with autism and their carers at consultation events as well with other key stakeholders including the Slough's Autism Partnership Board

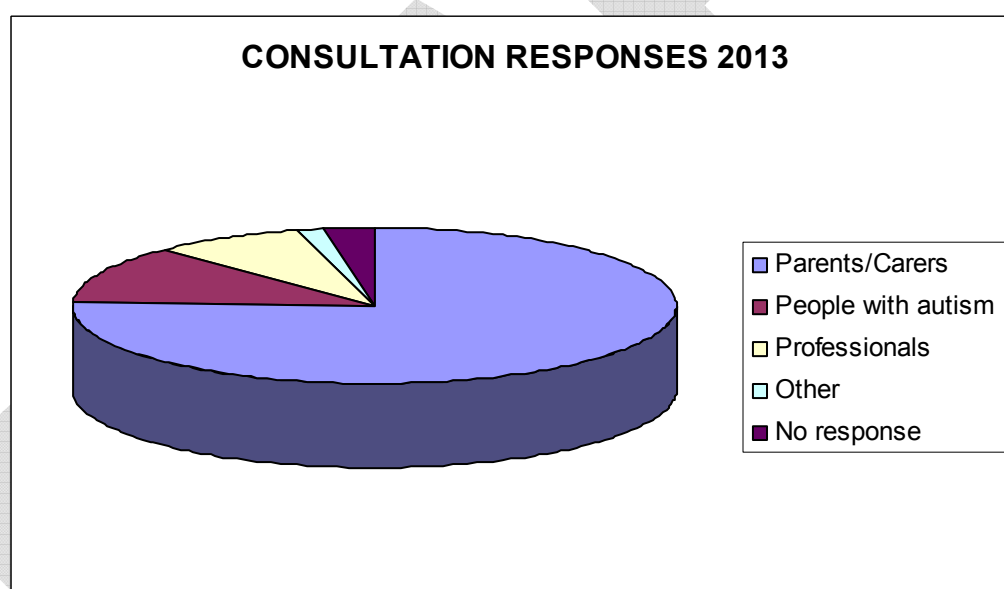
and the Children and Young People's Partnership Board prior to this final version being approved.

### 3.2 Local Consultation

Consultation with local with people with autism and their Carers commenced in 2009 when Slough Borough Council commissioned Berkshire Autistic Society to undertake a mapping of the numbers and needs of people in Slough on the Autism Spectrum<sup>6</sup>. One of the outcomes of the study was the establishment of the Slough Autism Steering Group, which has recently re-structured to form the Slough Autism Partnership Board.

To support the development of this strategy, a questionnaire was completed in 2013 to seek views of local parents/carers, people with autism and other stakeholders about local services supporting people with autism. 74 questionnaires were returned. The responses are illustrated in the chart below.

**Diagram 3: Summary of Respondents**



The questionnaire was developed focusing on seven themes. These were

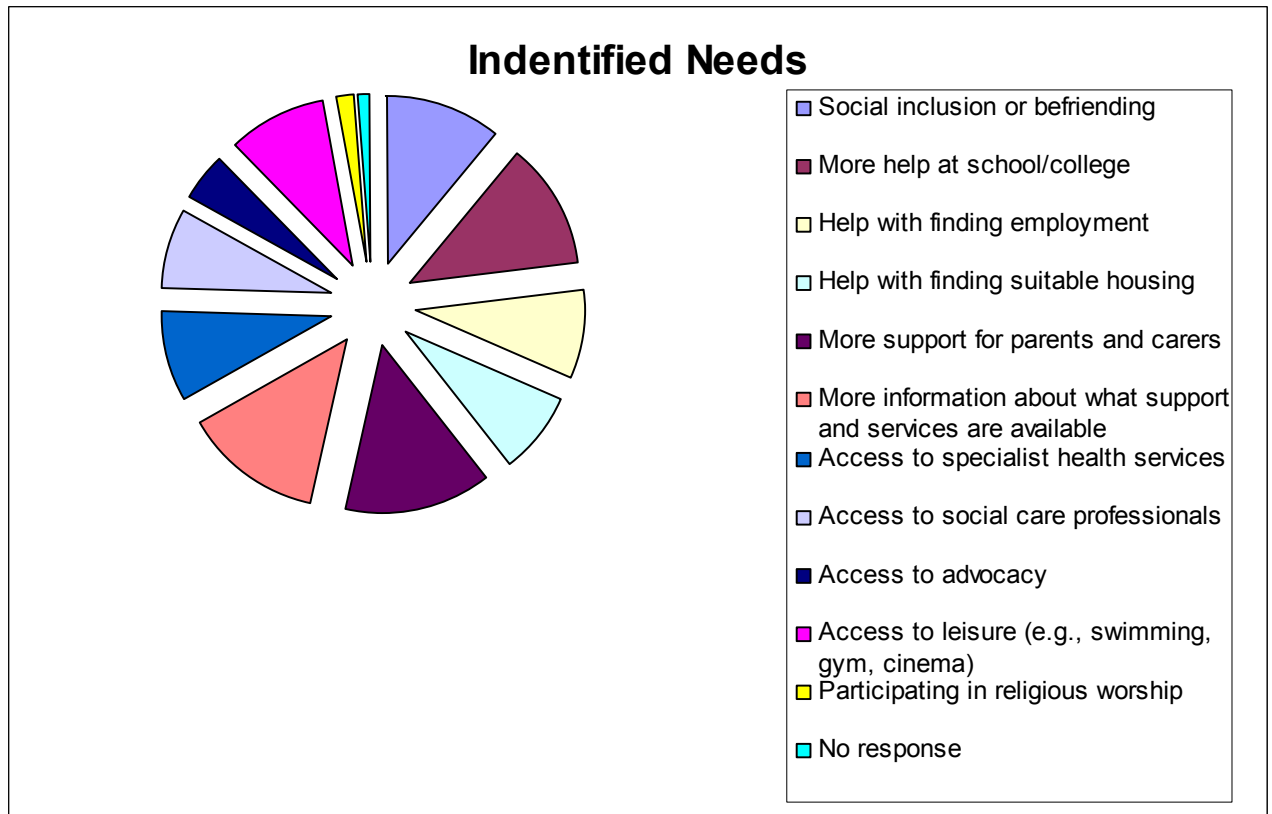
- social care
- education
- employment
- housing
- finances

<sup>6</sup> Slough Autism Spectrum Review': Berkshire Autistic Society 2009

- health
- social inclusion

A summary of responses is illustrated in the pie chart below.

**Diagram 4: Identified Needs from Respondents**



Other consistent emerging themes resulting from the questionnaire included the following:

- Increased autism awareness amongst professionals within social care, health, education, housing, leisure and employment services.
- The need for improved partnership working including increased communication between services.
- The need for an early diagnosis
- Targeted intervention at all stages in a person's life following diagnosis.
- Improved transition arrangements between children and Adult services.
- Regular consultation with people with autism to support the future design of services.

- Easier access to advice and information about available services.

The Slough Autism Partnership Board also hosted a Strategy consultation event attended by 85 people in order to review and approve local priorities. Details about the event are attached in appendix 1.

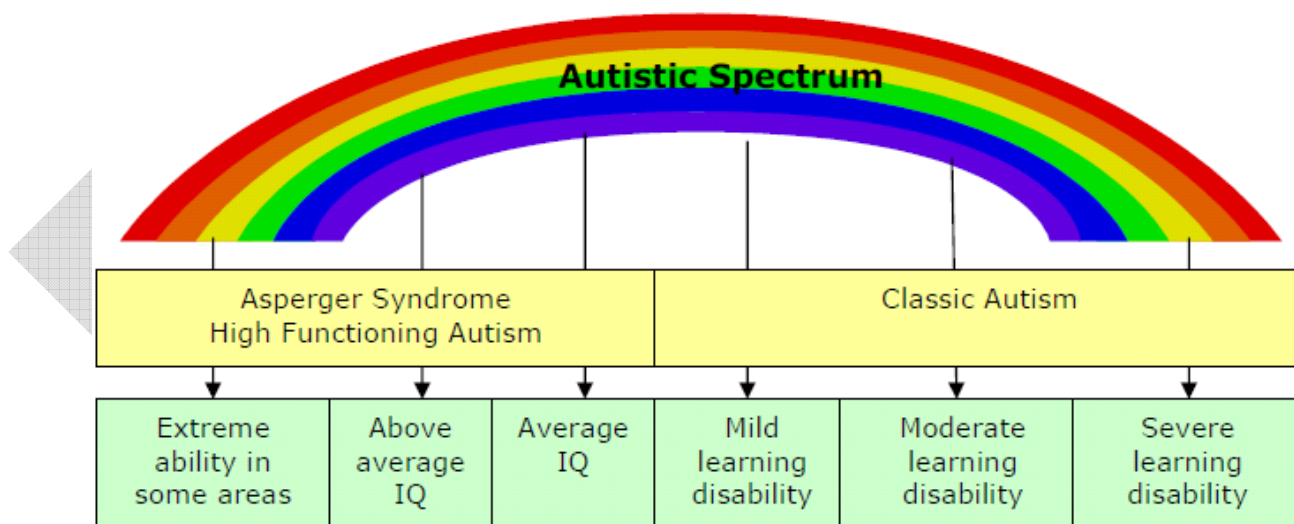
### 3.3 Definition of Autism

**'When you have met one person with autism, you have met one person with autism'<sup>7</sup>**

For the purposes of this strategy the term 'autism' reflects the full spectrum and includes the diagnostic categories of Asperger Syndrome, High Functioning Autism, Pervasive Developmental Disorder, Autistic Spectrum Disorder and Autism Spectrum Condition.

The diagram below illustrates the nature of the spectrum of autism. However as condition is so complex, each individual will present with their own characteristics and therefore unique needs.

**Diagram 5: Autism Spectrum**

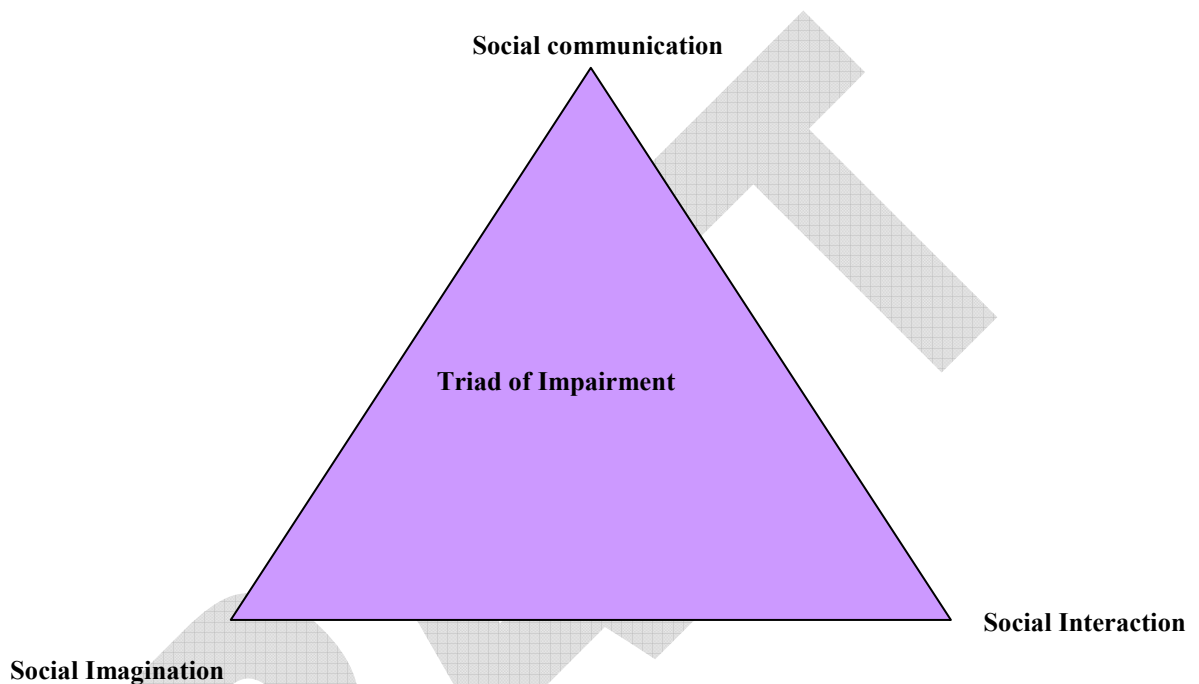


Some people with autism may also have other conditions, such as dyslexia, dyspraxia and Attention Deficit Hyperactivity Disorder (ADHD), which may impact on diagnosis and future intervention.

<sup>7</sup> Cited in the 'Survival Guide for Kids with Autism Spectrum Disorders' 2012. E. Verdick and E Reeve MD

Autism is defined as a life-long developmental 'hidden' 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. Some people with autism are able to live relatively independent lives but others may have accompanying learning disabilities and need a lifetime of specialist support. The three main areas of difference, which all people with autism share, are known as the 'triad of impairments'<sup>8</sup>.

**Diagram 6: Autism Spectrum**



The differences are in relation to:

- 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, adapting to new or unfamiliar situations and imagining situations outside their own routine).

Many people with autism may also experience sensory issues such as over or under-sensitivity, for example to sounds, touch, tastes, smells, light or colours. They may also experience difficulties with fine and gross motor activities. In addition they may demonstrate enhanced skills in relation to attention to detail and memory.

<sup>8</sup> 'The Triad of Impairments, past present and future' Wing and Gould (1979)

Autism is a spectrum condition because although all people with autism share certain characteristics, their condition will affect them in very different ways. There is no 'cure', however for some people its impact can be better managed with early diagnosis, advice and intervention.

Individuals with autism vary in the level of impairment shown in each of the three areas of difficulty and in their level of intellectual functioning. Estimates of the proportion of people with autism who have a learning disability (IQ less than 70) vary considerably and it is not possible to give an accurate figure. It is likely that over 50% of those with autism have an IQ in the average to above average range and a proportion of these will be very able intellectually.

As illustrated in diagram 5, Asperger syndrome is a form of autism. People with Asperger syndrome typically have fewer problems with speech than others on the spectrum. However 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 which may impact on timely diagnosis and assessed eligibility for social care.

Whilst those with less severe symptoms and no learning disability may appear to 'get by', they are often subject to less obvious difficulties such as social exclusion, isolation and bullying. People with autism may be at risk of harm because they misunderstand others' intentions and are unable to protect themselves from exploitation or abuse. They may also display behaviours that bring them into contact with the police or criminal justice system.

National research indicates that, as people with autism get older, they are more likely to develop mental health problems due to heightened levels of anxiety.

The study published by the National Autistic Society (NAS)<sup>9</sup> found that 71% of children with autism developed mental health problems at some point in their lives.

## **4.0 National Context**

Over the past few years, there has been a greater public awareness of autism. There has also been an increase in diagnosis and identification in children and young people. Adults with autism are now formally recognised as having a disability through the Autism Act 2009.

There are a number of challenges facing organisations responsible for commissioning and developing services for children and adults with autism. Whilst the National Autism Strategy as the driver for change is welcomed, the current

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<sup>9</sup> National Autistic Society You Need to Know Campaign (2010)



economic environment to support its implementation make it challenging. It therefore requires mainstream services to operate more flexibly and creatively to ensure people with autism are included.

Embedded within the recent National Autistic Society guide for Local Authorities<sup>10</sup> are concerns as to how many adults with autism are 'falling through the gap' between adult services. Autism itself is neither a learning disability nor a mental health problem and therefore does not 'fit' into either category.

A third of adults with autism responding to the NAS 'I Exist' survey said that they had developed serious mental health problems due to a lack of support.<sup>11</sup>

The National Audit Office report states:

'Beside the negative impact of such crisis on a person's life, acute services are also expensive, with inpatient mental health care costing between £200 and £300 per day'.<sup>12</sup>

Transition from Child and Adolescent Mental Health Services (CAHMS) to adult mental health services was also a key issue highlighted that the NAS highlighted in their 'You Need to Know Campaign'.<sup>13</sup>

The transition process can be made easier through good communication between children's and adult services, with plans being developed from an early stage. It is therefore worrying that for many children with autism and mental health problems, transition planning simply is not happening. The vast majority (84%) of parents of children aged 14-17 told us that their child requires ongoing mental health support. Most of these parents and parents of 18-21 year olds requiring ongoing mental health support said that there was no plan in place to determine what support their child would receive when they got too old for support from CAMHS (70%). Almost all parents (92%) worried about what mental health support their child would get when they turned 18.

New guidance has been published for health services to help improve the transition from Child and Adolescent Mental Health Services (CAMHS) to adult mental health services<sup>14</sup> by the Joint Commissioning Panel for Mental Health (JC-MH), a recently formed collaborative body co-chaired by the Royal College of General Practitioners and the Royal College of Psychiatrists. The guidance also highlights how children

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<sup>10</sup> Push for action, National Autistic Society (2013)

<sup>11</sup> 'I Exist' National Autistic Society (2008)

<sup>12</sup> Briefing on National Audit Office Memorandum on implementation of the autism strategy National Autistic Society (2013)

<sup>13</sup> 'You Need to Know Campaign', National Autistic Society (2013)

<sup>14</sup> Guidance for Commissioners of Child and Adolescent Mental Health Services - Joint commissioning Panel for Mental Health

and young people with autism spectrum disorders are more likely to develop mental health problems than other children without the condition.

NAS highlighted how a number of people with autism are involved in the Criminal Justice System (CJS) as either victims, witnesses or offenders.<sup>15</sup> They report that there is no evidence of an association between autism and criminal offending and due to the rigid way many people with autism keep to rules and regulations, they are usually more law-abiding than the general population. People with autism are more at risk as victims of crime rather than as offenders.

A recent article by Browning and Caulfield<sup>16</sup> highlight a number of failings within the criminal justice system. This includes a dearth of information about numbers of people with autism within it, the need for increased research focussing on autism and criminality, the lack of understanding and awareness by staff working within it as well environment itself which can cause increased fear and anxiety.

## **4.1 Key legislation, guidance and drivers**

There are number of key national guidance and drivers relating to children and adults with autism.

### **4.1.1 Valuing People Now 2009**

In this national strategy for people with learning disabilities<sup>17</sup>, there was recognition that adults with autism are some of the most excluded and least heard people in society. The strategy highlighted how commissioners, service providers and policy makers are failing to address the needs of people with autism effectively.

### **4.1.2 The Autism Act 2009**

This landmark Act which is the first disability specific legislation places a duty on the Secretary of State to prepare and publish a strategy for adults with autism providing guidance for health bodies and local authorities on it's implementation.

### **4.1.3 Fulfilling and rewarding lives: the strategy for adults with autism in England**

This first national strategy<sup>18</sup> for autism was as a response to the Autism Act and focuses on five following core areas of activity:

1. Increased awareness and understanding of autism amongst front line professionals

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<sup>15</sup> <http://www.autism.org.uk/working-with/criminal-justice/criminal-justice-system-and-asds.aspx>

<sup>16</sup> 'The prevalence and treatment of people with Asperger's Syndrome in the Criminal Justice System- Criminology and Criminal Justice 2011

<sup>17</sup> Valuing People Now: A New Three Year Strategy for People with Learning Disabilities , 2009, Department of Health

<sup>18</sup> Fulfilling and rewarding lives: The strategy for adults with autism in England, Department of Health (2010)

2. Develop a clear and consistent pathway for diagnosis in every area which is followed by the offer of a personalised needs assessment
3. Improving access to the services and support which adults with autism need to live independently in the community
4. Helping adults into work
5. Enabling local partners to plan and develop appropriate services for adults with autism to meet identified need and priorities

#### **4.1.4 Think Autism Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update 2014<sup>19</sup>**

This updated strategy continues to focus on priorities outlined in the original strategy. However there is 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.

#### **4.1.5 Equality Act 2010**

This Act requires all organisations that provide a service to the public to make reasonable adjustments to ensure they are accessible to everyone. This includes people with autism

#### **4.1.6 Health and Social Care Act 2012**

This Act introduced major changes in the way health and social care services health services are commissioned, provided and monitored.

It gives local government a new set of duties to protect and improve public health and to tackle health inequalities at a local level. The Government requires the NHS

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<sup>19</sup> Think Autism Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update Department of Health (April 2014)

Commissioning Board to reduce health inequalities and advance equality. This includes people with disabilities and long-term mental health conditions<sup>20</sup>.

#### **4.1.7 The Children and Families Act 2014**

This significant piece of legislation introduces a number of changes in order to improve services for vulnerable children for children and their families. This includes transforming the system for children and young people with Special Educational Needs (SEN) through a new SEN Code of Practice expected to come into force in September 2014. 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
- Providing statutory protection comparable to those in Statements of Special 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

#### **4.1.8 The Care Act 2014**

The Care Act 2014 is a very significant piece of legislation, placing a series of new duties and responsibilities about how care and support for adults is delivered. It embeds within statute the recent nation policy drivers which focus on well-being, prevention, independence and outcomes. It introduces clearer and fairer processes including caps to care costs for individuals. The Act adopts a 'whole family approach' as well as ensuring a more effective delivery of personalisation.

Enshrined within the Act are increased rights for Carers to receive support from Local Authorities. It introduces a duty on them to meet eligible Carers' support needs. Carers will no longer have to show they provide substantial care and on a regular basis in order to request a Carers assessment.

The increased emphasis on preventive provision should improve outcomes for adults with autism as many people do not meet the threshold for adult social care support.

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<sup>20</sup> Equality Analysis – A mandate from the Government to the NHS Commissioning Board: April 2013 to March 2015

#### 4.1.9 National Autistic Society (NAS)

The 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 of children with autism
- **Don't write me off** (2009) – Support into employment
- **Supporting adults with autism** (2009) – Good practice guidance for NHS and local authorities
- **Great Expectations** (2011) – developing 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

#### 4.1.10 The Autism Education Trust

The Autism Education Trust was launched in November 2007 dedicated to co-ordinating and improving education support for all children on the autism spectrum in England. They have developed a comprehensive training programme delivered across the country to those educating children with autism.

### 5.0 Estimated prevalence rate in the UK

Recent national studies indicate an estimated prevalence rate of 1 in 100 children with a diagnosis of autism. Currently no prevalence studies have been carried relating to adults.<sup>21</sup>

It is estimated that about 700,000 people in the UK have autism. This is equivalent to about one in every hundred people or 1% of the population. Together with their families they make up 2.5 million people whose lives are affected by autism.

Autism is three to four times more common in males than females however campaign groups believe the condition may currently be under-diagnosed in females.

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<sup>21</sup> National Autistic Society ( 2010)

## 6.0 Local context

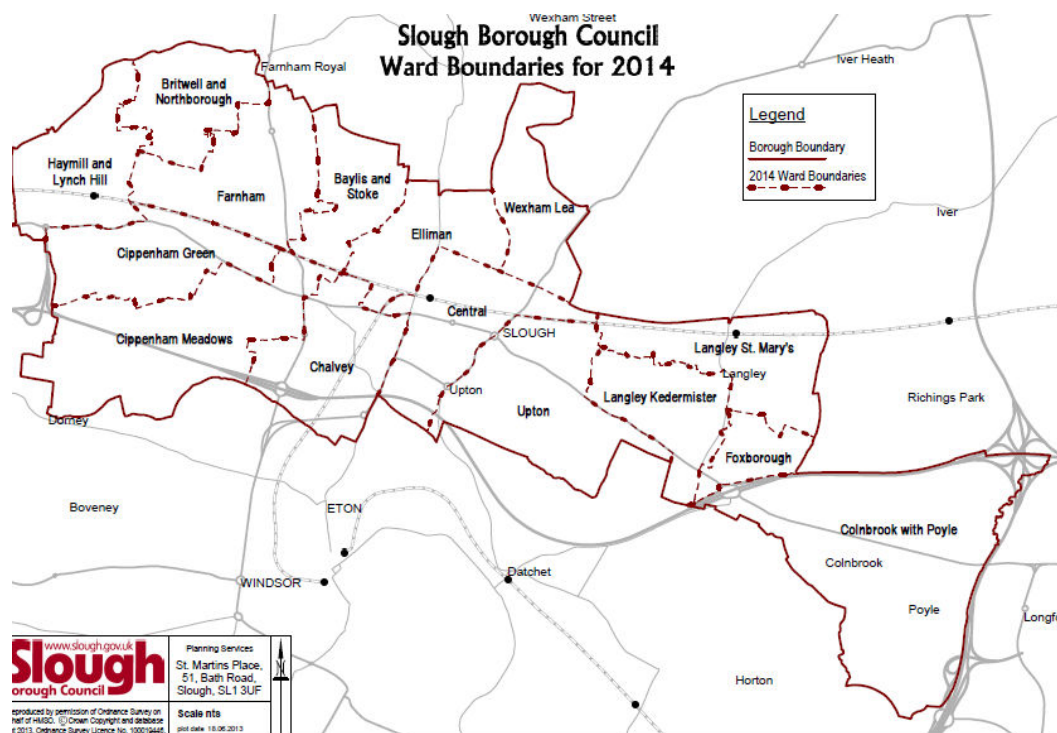
### 6.1 Local drivers

Slough has a number of key local strategies / policy documents which include:

- Slough Joint Wellbeing Strategy 2013-16
- Slough Joint Strategic Needs Assessment 2013.
- Berkshire Adults Safeguarding Policy and Procedures.
- Berkshire Local Safeguarding Children Board Child Protection Procedures.
- Adult Social Care Local Account 2013/14.
- Slough Supported Accommodation Strategy 2011-16
- Sloughs Putting Me First Strategy 2010 (Personalisation Strategy)
- Aiming High Short Breaks Strategy 2013
- Slough short breaks statement 2012-13
- Slough Clinical Commissioning Group Strategy 2013/14
- Children and Young People's Partnership Board Commissioning Strategy 2013/14
- Children and Young People's Partnership Board Commissioning Plan Refresh 2013-15
- Early Help Strategy 2013
- Slough's Economic Development Strategic Plan 2013-16
- Slough's Local Offer for children to be in place by September 2014

### 6.2 Overview of Slough's Population

Diagram 7: Map of Slough's wards



Slough is an urban area situated 25 miles to the west of Central London. It is a densely populated area, only 7 miles long and 3 miles wide and has a population of around 141,838 (Office of National Statistics Carers – ONS Mid-Year Estimates 2012). This produces a population density of approximately 4,359 people per square kilometre. It is the most ethnically diverse local authority area outside London and is home to a diverse community from over 80 different countries who live and work together harmoniously. 39% of our population were not born in the UK.

Slough is a multicultural town with approximately 48 per cent of its adult residents from a black or minority ethnic background (Census 2011). It has the highest percentage of Sikh residents across England and Wales, making up 10.6% of Slough's population, more than any other local authority. It also has the seventh highest percentage of Muslim (23.3%) and tenth highest percentage of Hindu residents (6.2%) across England and Wales.

Slough thrives as an exciting and diverse town with people from all around the world who choose to live and work here and whilst we can all be proud of the success the town achieves we are also right to be concerned about the social and economic challenges this diversity brings.

### 6.3 Health Profile of Slough

In terms of future planning of health and social care services, the following key themes are identified in the Joint Strategic Needs Assessment 2012.

- The general health of many local people is poor and many people in Slough experience more years of ill health and disability than average.
- There are high rates of coronary heart disease and pulmonary disease (chest and lungs) and this is the single most common cause of all premature death.
- Diabetes is significantly above national rates.
- There is a higher than average number of people who are HIV positive or have AIDS and there has been a rise in the rate of TB.
- There are high numbers of people with mental health problems with rising numbers of people with problems of misuse and addiction to drugs or alcohol.
- There are high rates of obesity and people who smoke and these factors will impact on health and disability.

Many of the above factors will affect people with autism and their families as other members of Slough's community. It is crucial that they are actively supported to seek medical assessment and treatment when required.

## **7.0 Local Profile**

### **7.1 Children and Young People with Autism**

The School census undertaken in May 2013 identified that there are currently 26,660 children educated within Slough schools ranging from nursery age to year 14 (age group 2- 18). In July 2013, 403 Children and Young People were known to the Slough Service for Autism. This is broken down as follows:

- 31 in Nursery schools
- 139 in Primary schools
- 89 in Secondary schools
- 104 in Special schools
- 15 in alternative local provision
- 25 in out of authority provision

This data indicates that there are more children in Slough with a diagnosis of autism than in the population of the country as a whole (1.5%), compared to the national



73 young people with autism within Slough aged between 13-19 years have been indentified through transition planning arrangements as either currently or likely to be in receipt of support from adult social care as they move into adulthood.

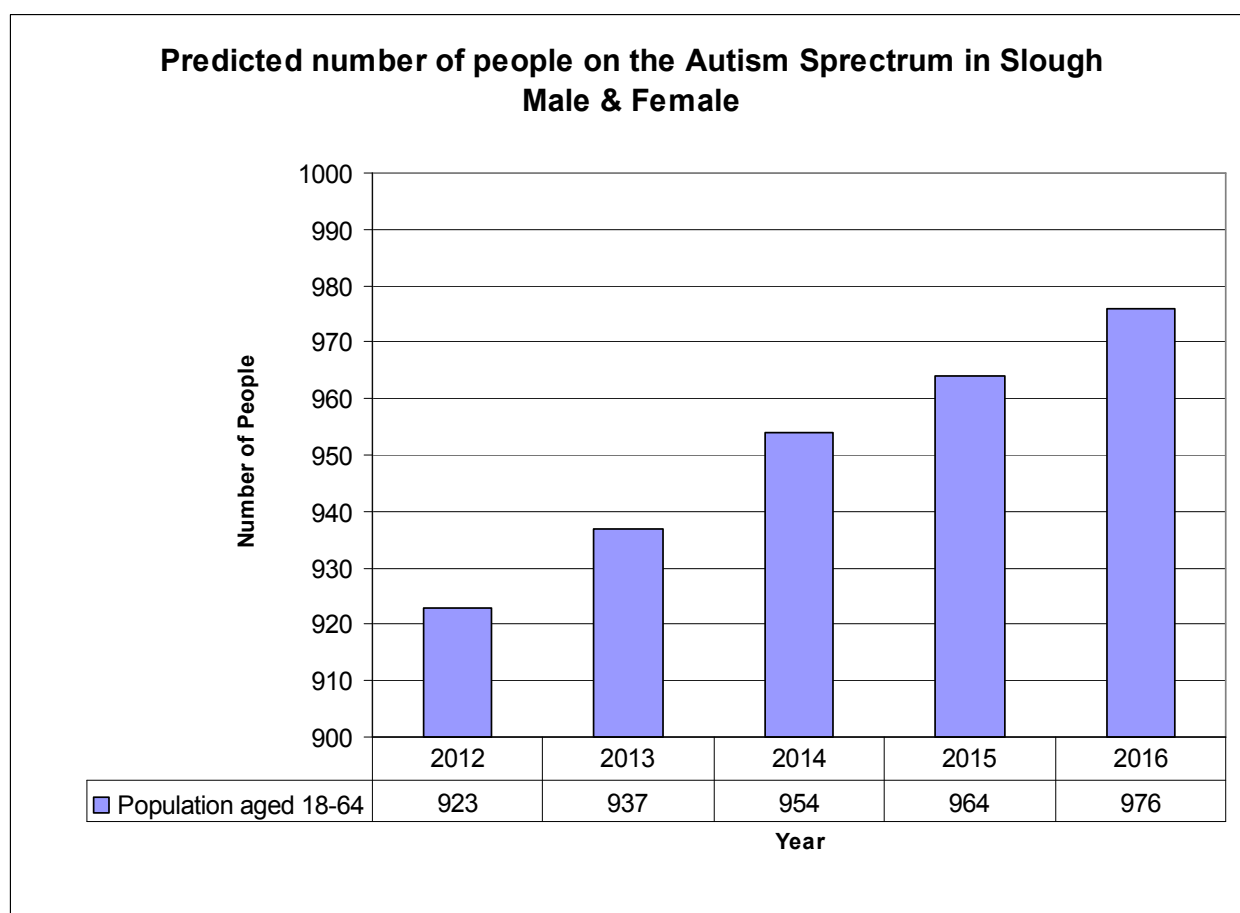
## 7.2 Adult population

The Projecting Adult Needs and Services Information (PANSI) System using Office for National Statistics population projections provide estimates of the number of adults on the autistic spectrum aged 18 to 64. This is based on 1% of adult population having autism. Estimated numbers from this source for Slough are illustrated in below. Numbers are predicted to increase slightly year on year.

### **Numbers predicted to be autism spectrum in Slough aged 18-64 years**

|   | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |
|---|-------------|-------------|-------------|-------------|-------------|
| Total males                                       | 833         | 846         | 862         | 871         | 882         |
| Total females                                     | 90          | 91          | 92          | 93          | 94          |
| Total population of adults with autism aged 18-64 | 923         | 937         | 954         | 964         | 976         |

**Diagram 7: Total predicted numbers of people on the Autism Spectrum in Slough aged between 18-64**



Currently there are 44 adults with a diagnosis of autism that meet SBC assessed eligibility criteria for social care. Of these, 35 have also been identified as having a learning disability and 9 as having mental health problems. In addition 42 people with a learning disability in receipt of adult services are believed to be showing autistic traits. However they do not have a formal diagnosis.

## 8.0 Service Delivery

Slough Borough Council in partnership with other statutory and third sector bodies is working to improve outcomes for local people with autism. The approach adopted is to raise awareness and understanding about autism as well as improve opportunities and support through greater accessibility mainstream services. Recent local initiatives include;

- Establishing the Autism Partnership Board to support and oversee the implementation of the Autism Strategy. Membership includes representation from statutory and non statutory bodies, people with autism and their family Carers.

- Developing and rolling out a training programme for SBC staff and partner organisations to raise awareness and understanding about autism.
- Working with universal services- to raise awareness about the needs of people with autism to improve communication and access.
- Supporting the Autism Alert Card developed by the Berkshire Autistic Society in partnership with local authorities, the police and other statutory and voluntary organisations. It is carried by people with autism and can be shown when the person may have difficulties in certain situations. It helps those presented with it to identify they are dealing with a person with autism. Currently 50 people with autism in Slough have been issued with the card
- NHS Berkshire CCG Federations collaborated with adult social care and developed a project board to deliver some key actions of the Winterbourne Concordat. One the agreed actions, is to move people out of the Assessment and Treatment Units (hospitals) into appropriate community based placements by June 2014. These moves will require the development of a joint health and social care strategic plan/s to show how Berkshire CCGs and the local authorities will pool resources to support people in crisis and provide intensive support for people with a learning disability, severe challenging behaviour and autism. The Winterbourne project board will also scope the development of an appropriate service model to this group of people with complex needs which will aim to provide proactive support to avoid crisis management and future hospital admissions.
- Job centre Plus provide personalised support to Slough people with disabilities including those with autism.
- East Berkshire College delivers a Personal Options Programme accessible to Slough young people with autism.
- Berkshire Agricultural College deliver a range of programmes accessible to Slough young people with autism.
- Youth Services currently provide support to young people with autism aged 18-25 that may not be eligible for adult social.
- The National Probation Service, Thames Valley Area, is currently undertaken local activity to identify possible people with autism coming into the Criminal Justice System. The Court Team in East Berkshire, in partnership with the Work Health Trainer, funded by the National Probation Service, is identifying offenders with a possible diagnosis of autism either whilst in the police custody prior to being charged for an offence or at their first court appearance. This enables an initial screening for autism and then if required a further advanced screening. The

outcome is to reduce numbers of inappropriate sentencing. In addition, a three month pilot scheme is also in operation, whereby the Work Health Trainer is screening all new offenders on orders and licences in Slough for autism. Comparisons are being carried out with a similar exercise being undertaken in Milton Keynes.

## **8.1 Service for Children and Young People with Autism**

### **8.1.1 Specialist Autism service**

In 2001 Slough Borough Council Education Department established a specialist Autism Service for children up to the age of 19yrs. It was established in response to local parent consultation.

This service was outsourced in 2013 to Cambridge Education, a national provider, to work in partnership delivering support, advice and training to schools, nurseries, parents/carers and professionals. It comprises of a full-time Head of Service for Autism, an Advisory Outreach teacher, a teacher of Social Understanding and an EarlyBird Outreach worker.

The service supports children and young people with a diagnosis of autism. Children are referred by the paediatric consultant based at Fir Tree House and Child and Adolescent Mental Health Service (CAMHS), following diagnosis and also by Slough schools supporting children and young people with the condition. The service includes:

- A variety of educational provision to meet the wide ranging demands of this spectrum disorder.
- Outreach Support to schools in the Borough by supplementing the schools own provision and assisting them in fulfilling their statutory responsibilities as outlined in the code of Practice, by encouraging a whole school approach to meeting pupil's individual needs and promoting inclusion.
- In-service training, visits to specific children, written reports, advice on management issues, attendance at Annual Review meetings, 'Team Around the Child' (TACs) and guidance on appropriate resources and relevant publications.
- The National Autistic Society EarlyBird Programme for parents/carers of pre-school children with a diagnosis of autism.
- The National Autistic Society EarlyBird Plus Programme for parents/carers and professionals supporting children aged 4-8yrs.
- Evening information sessions for parents of children receiving a late diagnosis.

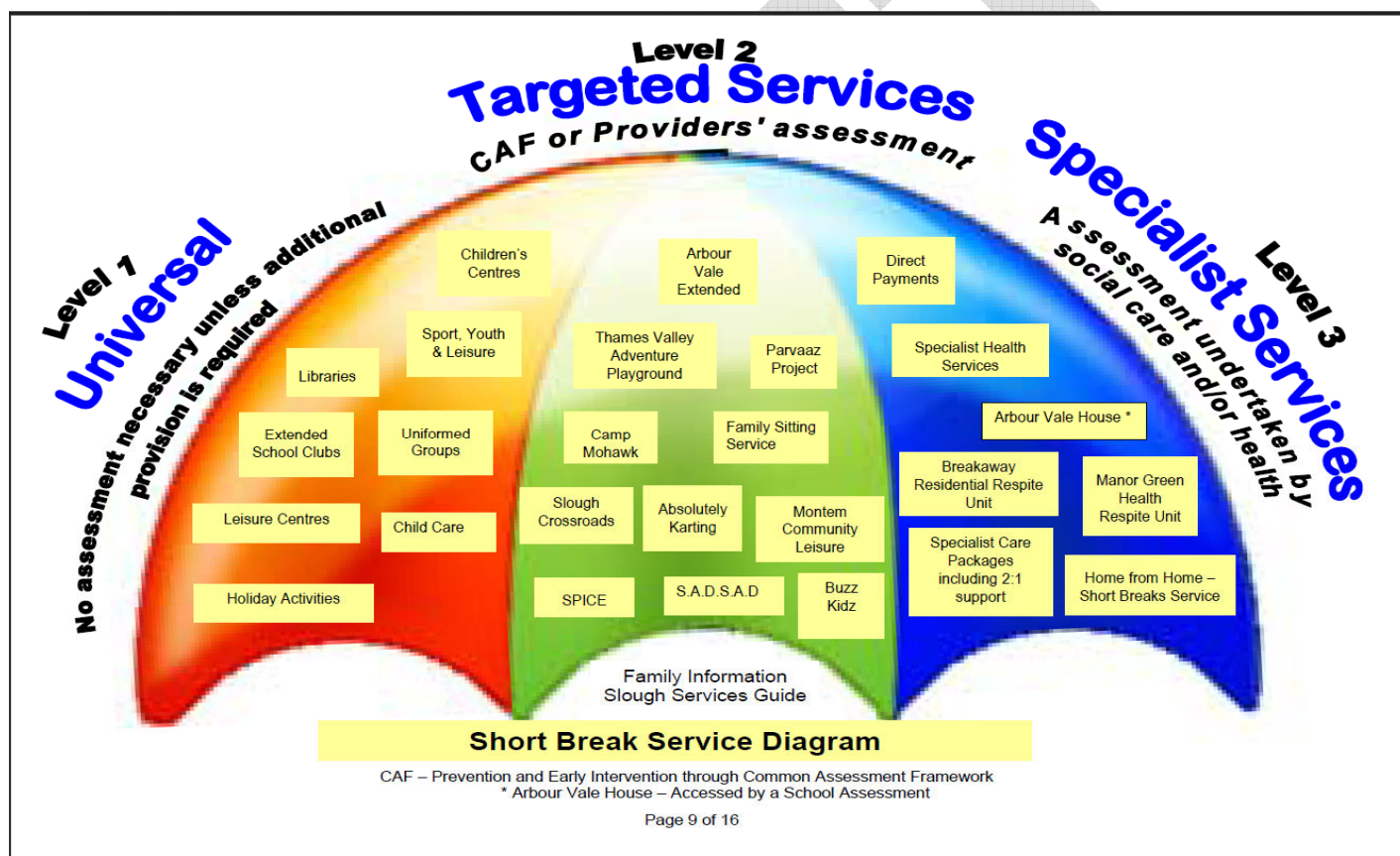
- Delivering the Autism Education Trust Level 1 hub training materials to schools on behalf of the National Autistic Society.
- Mainstream Resource Bases at Slough Centre Nursery, Baylis Nursery, Godolphin Infant School, Godolphin Junior School, Ryvers, Castleview, Priory and Marish Primary Schools and Wexham Secondary School. Pupils benefit from person centred plans with trained staff and a high staff pupil ratio.
- Specialist Resource Bases at Arbour Vale School for pupils with autism and more complex needs.
- Residential provision at Arbour Vale House.
- A comprehensive training programme including bespoke training for Newly Qualified Teacher, Social Care staff, Special Educational Needs Coordinators, Learning Support Assistants , lunchtime supervisors, school governors and other relevant staff.
- Half-termly support surgeries for all school staff within the Borough and consultation on individual pupils as required.
- An autism handbook for schools providing information on autism and strategies for successful inclusion.
- Access to and guidance about the Inclusion Development Programme (IDP) materials.
- Access to and guidance about the National Autism Standards and competency framework.
- Access to and guidance about the Autism Education Trust (AET) Tools for Teachers and Teacher's Toolkit.
- An Autism Review Group that meets termly to ensure local need is identified and met.
- Multi - disciplinary partnerships with the Disabled Children's Team and Health, Education, Social services, Transition services and the third sector staff.
- Signposting to local and national support groups and Information about holiday schemes.
- Information about access to short break provision – see diagram below.

## 8.1.2 Social care support

The number of children with autism in Slough currently in receipt of social care packages is as follows:

| Home from Home | Children's Social Care Respite Provision | Direct Payments |
|----------------|--|-----------------|
| 10             | 20                                       | 10              |

Diagram 8: Short Breaks



### 8.1.3 Summary of Slough Borough Council and CCG expenditure to support children and young people with autism 2013-14

| Activity             | Description  | Expenditure |
|----------------------|--|-------------|
| Social care packages | Person centred packages to meet individual needs of children with autism. This Includes Direct Payments.   | £120,000    |
| Short Breaks         | Accessible to all children including those with autism and their families meeting eligibility criteria for short break support.  | £272,000    |
| Home to Home support | Respite provision for children with autism delivered by foster care families.  | £37,000     |
| Breakaway            | In-house respite provision supporting all disabled children included those with autism and their families meeting eligibility criteria for the service. Currently 20 children with a diagnosis of autism access the service. | £662,000    |
| Autism Team          | Specialist team providing a range of services as identified in 8.1.1   | £181,184    |

## 8.2 Services for Adults with Autism

Adults with autism are currently supported through the following:

- All adults with autism will be entitled to an assessment of their needs under community care legislation.
- Early intervention and transition planning for young people with a diagnosis of autism known to children's services as they move into adulthood.
- Care management for adults with autism who meet the threshold for adult social care.
- All adults with a diagnosis of autism that are eligible for adult social care are entitled to a personal budget including direct payments. This enables them to purchase individually tailored support to meet their needs.
- All adults without a clear diagnosis but believed to be showing autistic traits meeting the Fair Access to Care eligibility are entitled to a personal budget including direct payments.
- Independent advocacy provision is available through the Gateway Service for all adults including those with autism that meets adult social care eligibility criteria.
- Carers support is also provided through the Gateway Service.
- All adults, including those with autism regardless of eligibility threshold, are entitled to information and advice through the Gateway Service.
- A support group has been commissioned for adults with autism.
- A training awareness programme has been developed and being rolled out relevant to their roles and responsibilities including adult social care staff, support providers those staff working in a general; customer support roles.
- A framework of supported living providers is in place meeting the housing and support needs of adults with autism.
- A framework of respite and community support providers are available for the Carer and for those with Autism. Providers can deliver all types of community base support services.
- Slough Employ-Ability is a specialist employment service delivered by SBC, supporting people that meet the assessed eligibility for social care into meaning part time or full time employment. The aim is to help people with disabilities and mental health needs into paid work or work placements/experience that can be seen as a



step towards paid work. Currently 7 adults with a diagnosis are receiving support through this service

- An Autism Diagnostic and Treatment Service commissioned by CCG and delivered by Berkshire Healthcare Foundation Trust. Depending on the outcome of the assessment, support is available through a six week post diagnostic support group. For the period April 2013- February 2014 , 15 adults were referred to the service.

### 8.2.1 Summary of Slough Borough Council and CCG expenditure to support adults with autism 2013-14

| Activity   | Description  | Expenditure |
|--|--|-------------|
| SBC Adult Support packages 77 adults with a diagnosis of autism or believed to be on the autism spectrum are in receipt of Adult social care funding | <p>Range of personalised support in place to meet individual needs. Includes :</p> <ul style="list-style-type: none"> <li>• Supported living</li> <li>• Residential</li> <li>• Day opportunities</li> <li>• Direct payments</li> <li>• Slough Employ-Ability Service</li> </ul>        | £3,907,570  |
| SBC Information , Advice and Advice service  | <ul style="list-style-type: none"> <li>• Adults with autism meeting FAC eligibility have access to advocacy</li> <li>• Adults with autism not meeting FAC criteria have access to Information and advice</li> <li>• Adults with autism have access to a local support group</li> </ul> | £200,000    |
| Autism Lead post and activity to support implementation of the   | Strategic Lead for Autism. Role includes implementing Autism Strategy  | £100,000    |

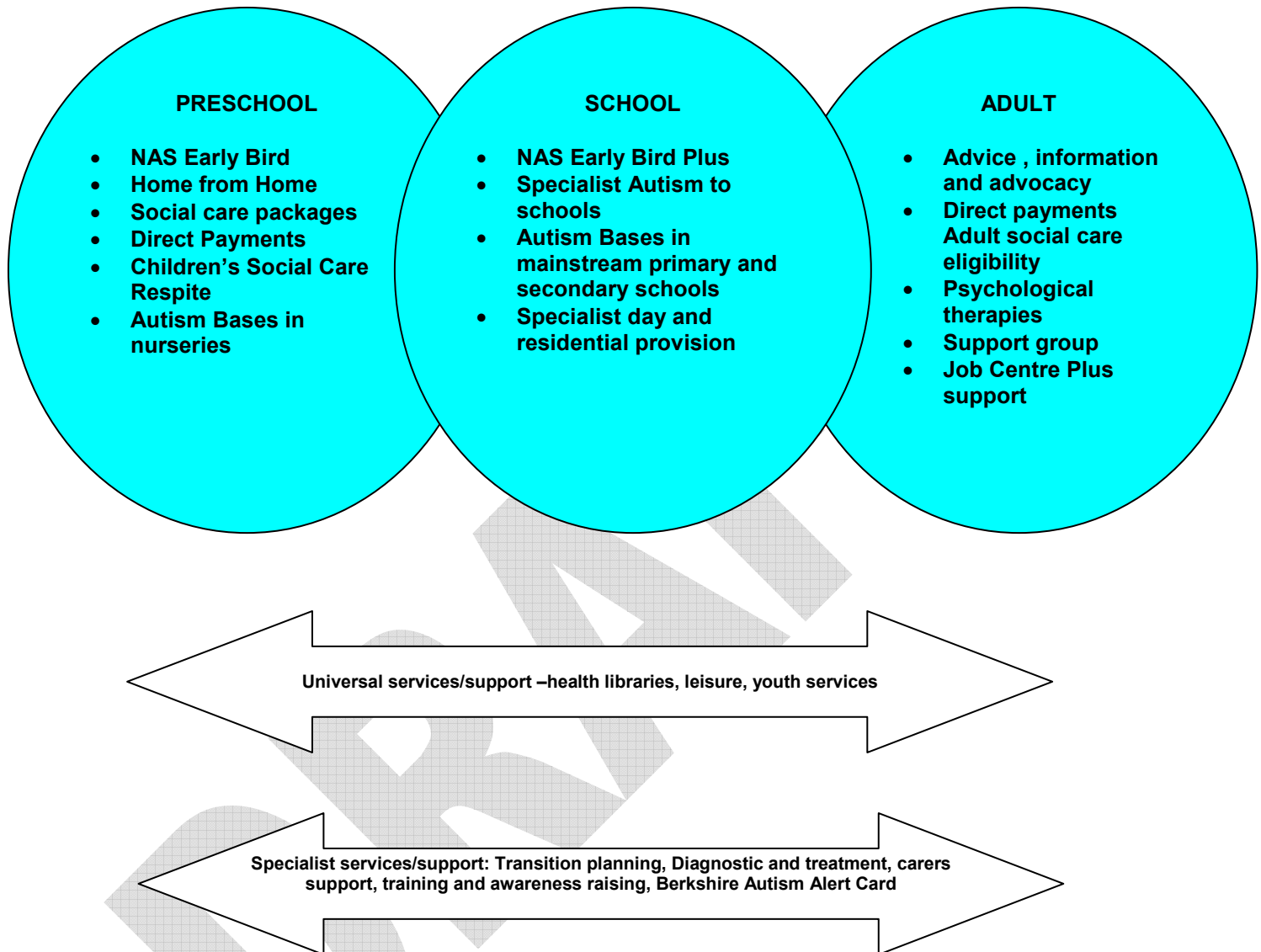
|                                 |  |            |
|---------------------------------|--|------------|
| strategy                        |  |            |
| Diagnosis and treatment service | <p>The CCG commission Berkshire Healthcare foundation trust to</p> <ul style="list-style-type: none"> <li>• Deliver an assessment and treatment service – numbers. 15 people have been referred between April 2013 and February 2014</li> <li>• Post Diagnosis support group “Being Me”</li> </ul> | £60,000 ** |
| Staff training and awareness    | A comprehensive training programme is in place to support SBC staff working in both children and adult services and across departments. It is also delivered to partner organisation to raise awareness and understanding of autism  | £4,000     |

\* Contract in place until November 2014

\*\* This includes CCG commissioning Berkshire East activity to support the Autistic Spectrum Disorder Service and the Attention Deficit Hyperactivity Disorder Service. It is not broken down by service or local authority

## 9.0 Summary of services

Local services to improve outcomes for people with autism and their carers



## 10.0 Delivering the strategy

### 10.1 Future Commissioning Intentions

Future commissioning activity will be focus on the following:

- Having a highly skilled workforce in place that understand and able to respond to the needs of people with autism and their families.
- Continuing to developing clear and consistent pathway for diagnosis of autism.

- Developing post diagnosis support to people with autism and their families at all stages in their lives.
- Supporting access to Health Services for people with autism.
- Developing clear and smooth pathways within adult social care to ensure people assessed as eligible get appropriate support.
- Developing and maintaining robust transition pathways as young people move from children's to adult services.
- Ensuring systems are in place whereby people with autism and their families meeting eligibility to social care have access to a person budget, enabling tailored support meeting individual needs.
- Developing the right housing is place to meet the needs of people with autism.
- Ensuring children and young people with autism have access to suitable education and training.
- Creating opportunities to enable people with autism to get supported to find and sustain employment into work.
- Raising awareness about autism to support people become more fully included within the local community.
- Developing and monitoring systems to ensuring people with autism are safeguarded from harm including hate crime.
- Raising awareness and understanding about autism at all stages within the Criminal Justice System.
- Providing high quality information, advice and advocacy to people with autism and their Carers.
- Supporting the Carers and Families of People with Autism.
- Specialist commissioned services are outcomes based.
- Having robust governance processes in place to oversee the implementation of the action plan supporting the strategy.

## 10.2 Monitoring our progress

An action plan has been developed to support the five agreed local priorities. In line with aims of Health and Social Care Act 2012 and the "no decision about me,

without me” culture, people with autism and their families will continue to be consulted throughout the implementation of it. The Autism Partnership Board accountable to the Wellbeing Board will oversee the implementation of the strategy, commissioning of future services as well as quality assurance and monitoring.

### **10.3 Quality Assurance**

In addition to the Care Quality Commission and OFSTED, the Adult Social Care Outcomes Framework and the NHS Outcomes Frameworks, Slough will also have processes in place to monitor progress and create regular feedback opportunities for people with autism and their families. Outcome-based contract and monitoring arrangements will ensure services are based on best practice and provide value for money.

## 11.0 Appendix 1

### 11.1 Slough Autism Partnership Board Consultation Event



In March 2014 the Slough Autism Partnership Board hosted a consultation event to support the development of the Autism Strategy. The event was attended by 85 people including people with autism, parents and carers and other key stakeholders. The aim of the day was to discuss and agree the five proposed local priorities to focus on within the Strategy . These were:

Local Priority Area 1: Improved Health and Wellbeing

Local Priority Area 2: Increased awareness and understanding of autism

Local Priority Area 3: Seamless transition processes

Local Priority Area 4: Improved social inclusion

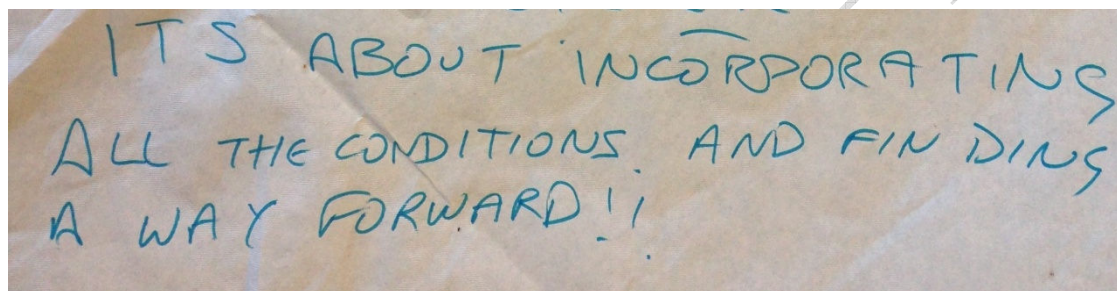
Local Priority Area 5: Increased support for people with autism and their families

A summary of points identified as important to people attending the conference are listed below under each proposed priority.

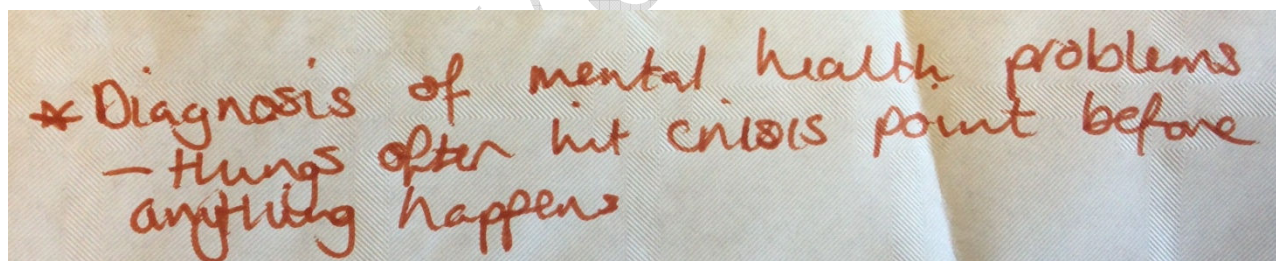
## 1. Health and Wellbeing

### Looking after the physical, mental and emotional health of people with autism.

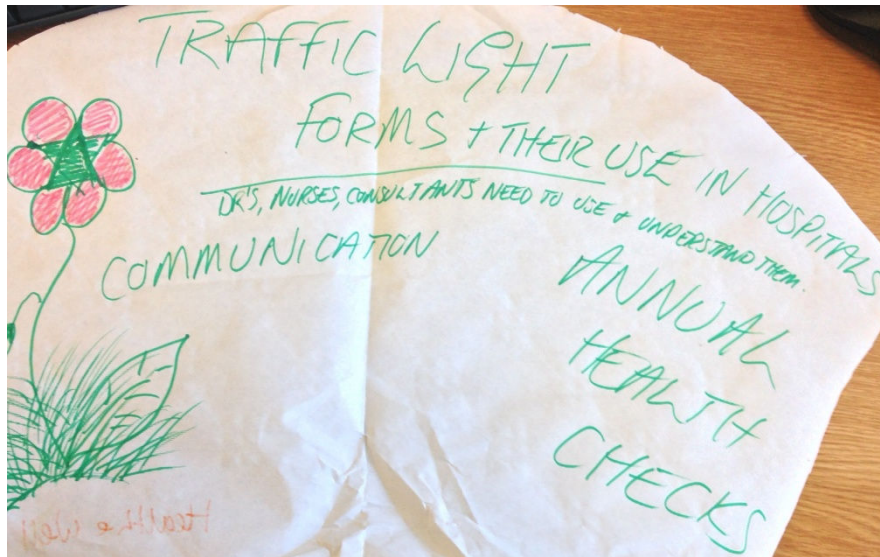
- It is important that all medical staff have a good awareness and understanding of autism and the sensory needs which may come with it.
- Sensory problems shouldn't be automatically attributed to the person's autism; there may be an underlining medical problem.
- There needs to be an increased focus on the mental health needs of someone with autism. Anxiety and depression can cause increased 'behavioural issues' which are often assumed to be a part of their autism.
- Continuity of care – one social worker, one doctor, and one nurse will make the journey through health and social care a more successful one for someone with autism.



ITS ABOUT INCORPORATING  
ALL THE CONDITIONS AND FINDING  
A WAY FORWARD!!



\*Diagnosis of mental health problems  
— things often hit crisis point before  
anything happens



## 2. Increased awareness and understanding of autism

Helping local communities to understand and be aware of autism.

- Improved training and awareness about autism for everyone.



- Sessions at the cinema, swimming pool and other local activities should be autism-friendly. However, there was debate around whether the sessions should be identified as 'autism-friendly'. Should all public activities be more autism-friendly?
- Public services should ensure that their staff know how to support their customers with autism.

\* Educating The Public

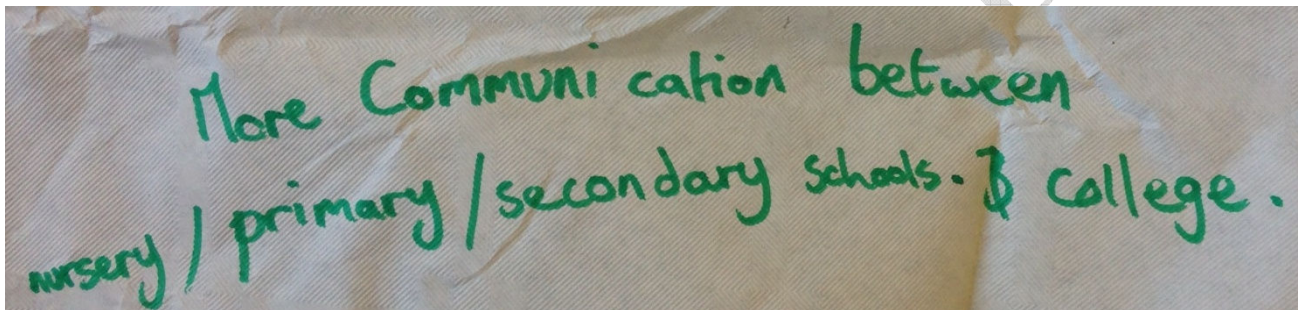
\* Supporting Community groups to be able to ask for help - improving culture / awareness

More Autism Awareness  
↓  
Social  
Clubs for Children

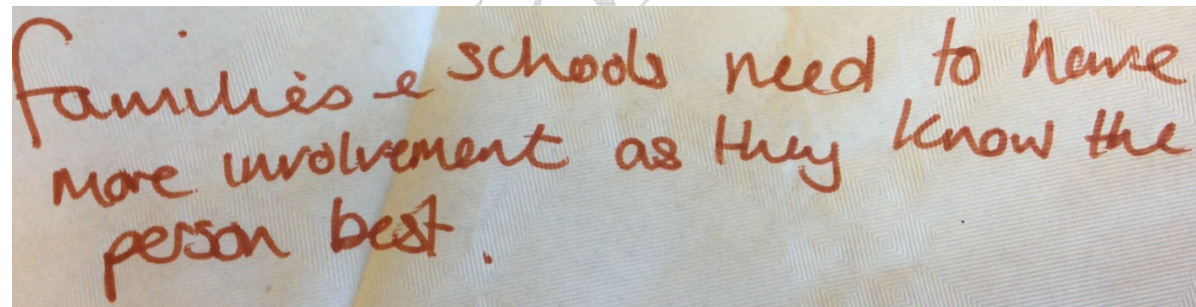
### 3. Seamless transition processes

#### Supporting people with autism through changes in life.

- Increased support through education – primary, secondary and college. Communication needs to be better, and families need to be listened to.
- Training for parents and families so they are better equipped to support their loved ones.
- Increased support through the move from children's to adult services, with better communication and more parent / carer involvement.
- Transition plans need to be holistic and think about the whole day.
- Consistent communication.

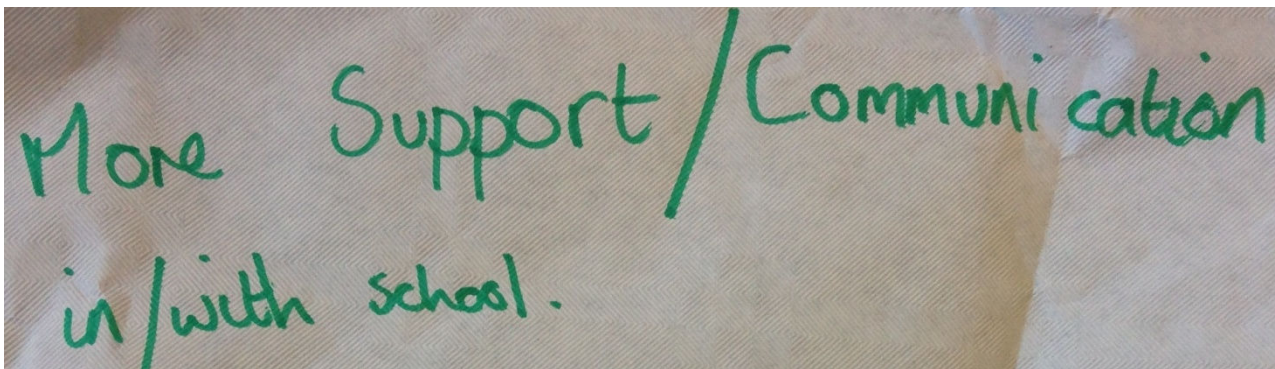


More Communication between  
nursery / primary / secondary schools & college.



Families & schools need to have  
more involvement as they know the  
person best.



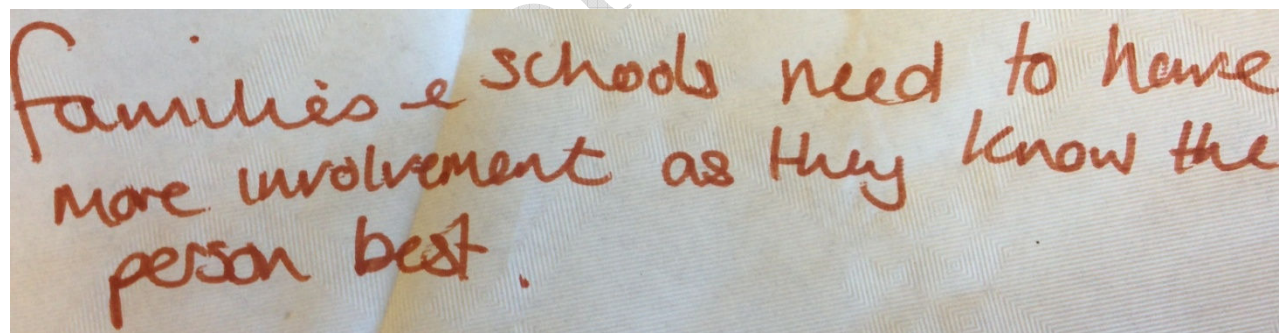


More Support / Communication  
in / with school.

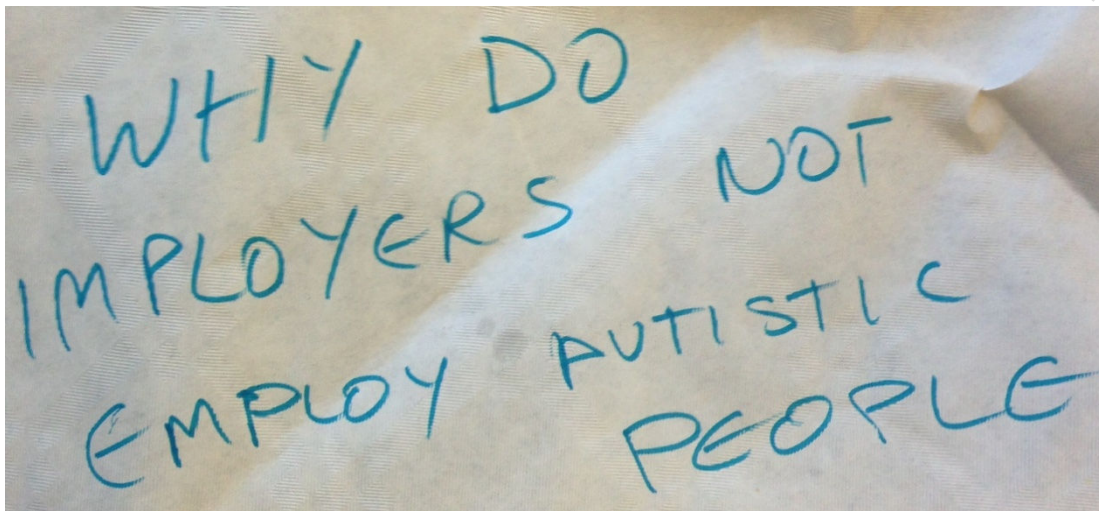
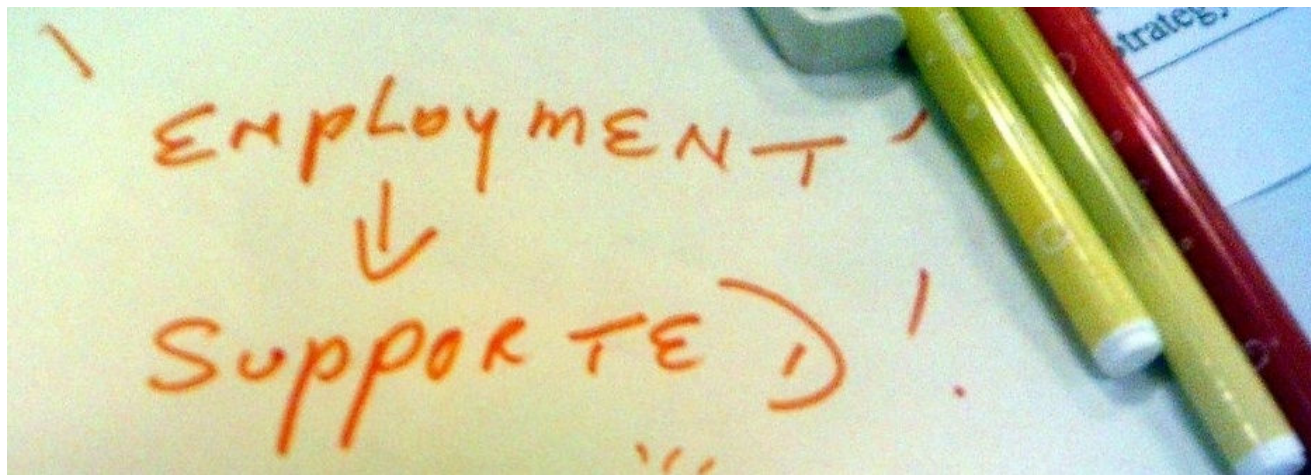
#### 4. Improved Social inclusion

**Supporting people with autism to build and maintain relationships as a valued member of society.**

- More social clubs specifically for people with autism and their families – also through increased understanding and awareness it should be easier for people with autism to get involved with activities for the general public.
- Employment; people with autism are often very talented and capable. Employers need to be more open-minded and willing to employ people with autism.
- There need to be more support services for people with autism to find work. These services need to support all people with autism, not just those who are eligible for Social Care services.
- Training and support groups for people with autism about building relationships and coping methods.



Families & schools need to have  
more involvement as they know the  
person best.



##### **5. Increased support for people with autism and their families**

**Improving and increasing support for people with autism and their families.**

- Help and support through the diagnosis process, with clear guidance on the next steps.
- Consistent and easy to access information in a language that is easy to understand – no jargon.



- More information for families and carers about respite services available locally.
- Consistent support staff; it takes time to build a trusting relationship, this needs to be respected.
- Support Services specific to problems often faced by people with autism, such as; agoraphobia, hoarding, anxiety, social activities, values, personal relationships.

Practical Advice  
for Parents and Carers.

\* EARLY DIAGNOSIS  
Closely followed by  
appropriate support  
for child/adult  
& families

\* Support for new parents to  
understand signs of autism.

TO MANY SOCIAL WORKERS = EACH TIME HAD TO  
EXPLAIN OVER & OVER AGAIN MY SON'S NEEDS  
NO COMMUNICATIONS BETWEEN EACH OTHER

lack of information. → 'HELP Line'  
↓ DIRECT AS  
REQUIRED!

The consensus view from people attending the event was approval of the identified priorities.

Attendees were also given the opportunity to individually identify which priority they considered to be most important. The results were as follows:

- **Health and Wellbeing** – 25 votes
- **Improved knowledge and awareness of autism** – 26 votes
- **Positive transitions** – 21 votes
- **Social inclusion** – 28 votes
- **Better support for people with autism** – 30 votes

Feedback from the event showed that:

- 86% of people attending felt they were able to express their views.
- 90% felt they contributed to plans for the future.

## 12.0 Appendix 2

### 12.1 Joint Action Plan 2014-17

| Key Actions   | Outcomes  | Lead  | Timescale     |
|---|---|---|---------------|
| <b>Local Priority Area 1: Improved Health and Wellbeing</b>   |   |   |               |
| <ul style="list-style-type: none"> <li>Develop a clear local Diagnostic Pathway utilising the NICE clinical guidelines.</li> <li>Promote and implement the Diagnostic Pathway</li> <li>Ensure systems in place to monitor number of Slough residents being referred and then diagnosed with autism</li> </ul> | <ul style="list-style-type: none"> <li>More people are aware of the route for diagnosis.</li> <li>More Slough people receive an accurate diagnosis for autism.</li> <li>Increased demand for diagnostic assessments.</li> <li>Increased number of people accessing post diagnostic services.</li> </ul> | CCG<br><br>Transformation, Performance and Practice Manager<br><br>Autism Practice Lead | December 2014 |
| <ul style="list-style-type: none"> <li>Increased awareness about autism amongst GPs and other agencies.</li> <li>GPs and other agencies better informed to make appropriate referrals.</li> </ul>   | <ul style="list-style-type: none"> <li>GPs receive relevant training.</li> <li>People are appropriately referred by GPs and other agencies for a diagnostic assessment</li> </ul>   | CCG<br><br>Autism Practice Lead   | April 2015    |
| <ul style="list-style-type: none"> <li>Ensure people with a diagnosis of autism that meet the eligibility criteria for adult social care have access to an assessment and</li> </ul>  | <ul style="list-style-type: none"> <li>People with autism receive personalised support to meet individual needs</li> <li>Increase in numbers of adults with</li> </ul>  | Head of Care Group Commissioning  | December 2014 |

| Key Actions  | Outcomes   | Lead  | Timescale            |
|--|--|---|----------------------|
| <ul style="list-style-type: none"> <li>support where appropriate</li> <li>• Ensure people with a diagnosis of autism that do not meet the eligibility for adult social care are signposted effectively.</li> </ul>   | autism have access to a personal budget  | Autism Practice Lead.   |                      |
| <ul style="list-style-type: none"> <li>• Health and social care receive appropriate training and supervision about autism in line with roles and responsibilities</li> </ul>   | <ul style="list-style-type: none"> <li>• Reduction in avoidable hospital admissions</li> <li>• Reduction in out of area placements and residential provision</li> <li>• Reduction in admissions to acute Mental Health Services</li> </ul> | CCG commissioner<br><br>Head of Adult Safeguarding and Learning Disabilities<br><br>Autism Practice Lead<br><br>Head of Mental Health Services<br><br>SBC and CCG s Training officers | January 2015 ongoing |
| <ul style="list-style-type: none"> <li>• Identify and map specialist and universal services to support people with autism and their families</li> <li>• Promote specialist and universal services accessible to people with autism and their families</li> </ul> | <ul style="list-style-type: none"> <li>• Clear and accessible information in place</li> <li>• People with autism and their families access support</li> </ul>  | Autism Practice Lead<br><br>Autism Partnership Board  | December 2014        |
| <b>Local Priority Area 2: Increased awareness and understanding of autism</b>  |  |   |                      |



| Key Actions   | Outcomes   | Lead   | Timescale |
|---|--|--|-----------|
| <ul style="list-style-type: none"> <li>Slough Borough Council(SBC) develop and deliver a training for in-house partner organisations</li> <li>Training to be incorporated within SBC staff induction and equality and diversity programmes.</li> <li>Launch of on-line autism training for SBC staff</li> <li>SBC to review the impact of staff training on service delivery</li> </ul> | <ul style="list-style-type: none"> <li>Increased inclusion for people with autism and their families</li> <li>Improved access to services for people with autism</li> <li>Staff feel more confident in meeting the needs of people with autism</li> </ul>  | <p>Cambridge Education</p> <p>Training Officer</p>   | Jan 2014  |
| <ul style="list-style-type: none"> <li>Develop robust and reliable data collection processes to capture information about people with autism</li> </ul>   | <ul style="list-style-type: none"> <li>Have a clearer understanding about numbers of people with autism in order to facilitate future planning of services for people with autism.</li> </ul>  | <p>Transformation, Performance and Practice Manager</p> <p>Autism Practice Lead,</p> <p>Head of Early Years, School Services and Special Needs</p> | Jan 2015  |
| <ul style="list-style-type: none"> <li>Ensure that needs of people with autism and their carers are included within all appropriate Slough strategies, policies and plans.</li> </ul>   | <ul style="list-style-type: none"> <li>The needs of people with autism and their carers are embedded within the planning and delivery of local services.</li> <li>Increased local awareness of autism within Slough</li> <li>More people with autism and their families receiving appropriate</li> </ul> | <p>Head of Adult Safeguarding and Learning Disabilities.</p> <p>Head of Service Care Group Commissioning</p>                                       | Jan 2015  |

| Key Actions  | Outcomes  | Lead  | Timescale          |
|--|---|---|--------------------|
|  | support   |   |                    |
| <ul style="list-style-type: none"> <li>Ensure the needs of people with autism are included in the Joint Strategic Needs Assessment (JSNA)</li> </ul>   | <ul style="list-style-type: none"> <li>The needs of people with autism have been identified and highlighted as a local priority</li> </ul>  | Commissioner ,<br>Consultant Public Health  | Jan 2015           |
| <ul style="list-style-type: none"> <li>Facilitate local autism awareness events</li> <li>Re-launch Autism Alert Card</li> <li>Develop, promote and distribute local and national autism material</li> </ul>  | <ul style="list-style-type: none"> <li>People with autism have access to information and receive greater support</li> <li>Increased safeguarding of people with autism</li> </ul> | Head of Adult Safeguarding and Learning Disabilities.<br><br>Autism Practice Lead.<br><br>Communications Officer.<br><br>Head of Service Care Group Commissioning | March 2015         |
| <ul style="list-style-type: none"> <li>Provide autism awareness training to include specialist training for Adult Social Care &amp; Health staff and where applicable to staff in joint teams</li> <li>Ensure Basic ASC Awareness is part of Equality &amp; Diversity training</li> <li>Look at feasibility of an online ASC awareness programme within SBC</li> </ul> | <ul style="list-style-type: none"> <li>Increase in interest in ASC from staff and employees</li> <li>Feedback from public and service users and service providers</li> </ul>      | Head of Adult Safeguarding and Learning Disabilities<br><br>Autism Practice Lead<br><br>Training Officer, Adult Health &  | April 2014 ongoing |

| Key Actions   | Outcomes  | Lead   | Timescale     |
|---|---|--|---------------|
|   |   | Social Care<br><br>Cambridge Education in regards to CYP   |               |
| <ul style="list-style-type: none"> <li>To ensure that patient information is clear and easy to understand</li> <li>Diagnosis of autism included in medical records</li> <li>To ensure patient experience of people with autism in all aspects of health and social care services, is equal, accessible and with reasonable adjustments</li> </ul> | <ul style="list-style-type: none"> <li>People with autism receive good quality health and social care</li> <li>Improved satisfaction in patient/service user experience for people with autism</li> </ul> | CCG General Manager<br><br>CCG Lead<br><br>Autism Practice Lead<br><br>LD liaison Nurses<br>WPH – Nursing Manager /<br>Nursing Leads | December 2014 |
| <b>Local Priority Area 3: Seamless transition processes</b>   |   |  |               |
| <ul style="list-style-type: none"> <li>Work with Children's Services to ensure that autism strategy</li> </ul>  | <ul style="list-style-type: none"> <li>(Leads in) Both services to continue to work together to ensure that both</li> </ul>   | Head of Adult Safeguarding and Learning  | April 2014    |

| Key Actions  | Outcomes  | Lead  | Timescale                            |
|--|---|---|--------------------------------------|
| (Children and Adults) incorporates needs of children, young people and adults.   | <p>services work together to improve services for people with autism in Slough</p> <ul style="list-style-type: none"> <li>All services have regard to the Autism Education Trust transition advice and resources</li> </ul>   | <p>Disabilities</p> <p>Cambridge Education in regards to CYP</p>            |                                      |
| <ul style="list-style-type: none"> <li>Work together across Children and Adult services to ensure that the single assessment process is effective for young people with autism.</li> </ul> | <ul style="list-style-type: none"> <li>Work from the Children and Families Bill needs to take account and plan for young people with autism</li> <li>The new EHC plans replacing Statements of SEN will take account of the specific needs of people with autism</li> </ul>   | <p>Autism Children's Lead</p> <p>Cambridge Education in regards to CYP.</p> | February 2015                        |
| <ul style="list-style-type: none"> <li>Continue to plan for children with autism as they transition into adulthood</li> </ul>  | <ul style="list-style-type: none"> <li>Continue to have regular transition planning meetings for young people aged 14-17 within the disabled children's social care team who will move to adult services.</li> <li>Transition advisers attend the Annual Review meetings of CYP with autism at significant times in their education</li> <li>Coordinate services and plan for young people outside of the Disabled Children's Social Care Team – plan and ensure young people enter the correct pathway from Children's to Adult services.</li> <li>Transition advisers available to offer information about</li> </ul> | <p>Autism Children's Lead</p> <p>Cambridge Education in regards to CYP.</p> | December 2014<br>June 2015 - ongoing |

| Key Actions   | Outcomes   | Lead  | Timescale                             |
|---|--|---|---------------------------------------|
|   | relevant/appropriate pathways and funding implications   |   |                                       |
| <ul style="list-style-type: none"> <li>Work to utilise existing children's data to project and model adult future health and social care needs.</li> <li>Develop and maintain a database / record of children and young people with ASC known to services and their status to support ongoing needs analysis</li> </ul> | <ul style="list-style-type: none"> <li>The Board will develop systems to collect and monitor this data and use it to predict future needs.</li> <li>Existing Information about CYP with autism held by Education, Health and Social Care shared with adult services</li> </ul>           | <p>Head of Adult Safeguarding and Learning Disabilities</p> <p>Autism Practice Lead</p> <p>Service Manager-Transformation, Performance &amp; Practice CCG lead</p> <p>Head of Performance – children's / adult services</p> <p>Cambridge Education in regards to CYP.</p> | September 2014 – March 2015 – ongoing |
| <ul style="list-style-type: none"> <li>All young people with a diagnosis of autism be given support for their transition to adulthood, even where they are not attending school</li> </ul>  | <ul style="list-style-type: none"> <li>Out of education CYP referred by attendance officer to Integrated Youth Support Services</li> <li>Linear plan in line with national legislation – SEND reforms?</li> <li>Multi agency working clear and apparent in smooth transitions</li> </ul> | <p>Cambridge Education in regards to CYP.</p> <p>Autism Practice Lead</p>   | April 2014 – April 2015 ongoing       |

| Key Actions   | Outcomes  | Lead  | Timescale                       |
|---|---|---|---------------------------------|
| <ul style="list-style-type: none"> <li>Ensure that the Transition policy (from Childhood to Adulthood) encompasses the needs of people with ASC and their Carers</li> </ul> | <ul style="list-style-type: none"> <li>All services have regard to the Autism Education Trust transition advice and resources</li> </ul>  | Policy Lead<br><br>Autism Practice Lead<br><br>Autism Children's Lead           | September 2014 – September 2015 |
| <ul style="list-style-type: none"> <li>Improved partnership between agencies / increased autism awareness training among schools / better information for carers</li> </ul> | <ul style="list-style-type: none"> <li>Autism Education Trust training delivered to all Slough schools</li> <li>All families aware of Berkshire Autistic Society as a supportive agency</li> </ul>                | Cambridge education in regards to CYP<br><br>Berkshire Autistic Society         | April 2015                      |
| <ul style="list-style-type: none"> <li>Promote awareness of Autism within the Criminal Justice system.</li> </ul>   | <ul style="list-style-type: none"> <li>Better outcomes for clients with autism from CJS</li> <li>Clearer probation pathways into supported employment / housing / living</li> </ul>                               | Autism Practice Lead<br><br>Probation Lead                                      | September 2015                  |
| <b>Local Priority Area 4: Improved social inclusion</b>   |   |   |                                 |
| <ul style="list-style-type: none"> <li>Delivery of ongoing awareness sessions / training to local employers</li> </ul>  | <ul style="list-style-type: none"> <li>Increase In job opportunities</li> <li>Increase in autism clients in paid employment</li> <li>Increase in autism clients in apprenticeships and work placements</li> </ul> | Employment services –<br>Employability /<br>Job centre Plus /<br>Graft / Aspire | September 2016                  |

| Key Actions   | Outcomes   | Lead   | Timescale               |
|---|--|--|-------------------------|
|   |  | Autism Practice Lead<br><br>EBC Employment Officers  |                         |
| <ul style="list-style-type: none"> <li>• Accessible form of the Joint Commissioning Strategy</li> </ul>                                       | <ul style="list-style-type: none"> <li>• Feedback</li> <li>• Input uptake</li> <li>• Request for information</li> </ul>  | Autism Practice Lead<br><br>Participation Officer  | September 2014          |
| <ul style="list-style-type: none"> <li>• Support to develop social interaction opportunities and developing natural sustainability</li> </ul> | <ul style="list-style-type: none"> <li>• Reduction in requests for social care support</li> <li>• Increase in social groups attendance</li> <li>• Increase in network opportunities</li> </ul> | Commissioning Lead for Preventative Services<br><br>Head of Adult Safeguarding and Learning Disabilities<br><br>Autism Practice Lead | September 2015 ongoing  |
| <ul style="list-style-type: none"> <li>• Improve links with support / services provided by a range of partner agencies</li> </ul>             | <ul style="list-style-type: none"> <li>• Clearer pathway for people with autism</li> </ul>   | Autism Practice Lead   | December 2015 - ongoing |

| Key Actions   | Outcomes   | Lead  | Timescale               |
|---|--|---|-------------------------|
| (Directions / Job Centre / Further Education etc) and local providers and identify Opportunities for wider support for people with autism.<br>(supported by the development of a Directory of Services) | <ul style="list-style-type: none"> <li>• Increase in referrals / walk ins / support given by included services</li> <li>• More linear support process evident</li> </ul>   | <p>Cambridge Education in regards to CYP.</p> <p>Employment Agency Leads</p>  |                         |
| <ul style="list-style-type: none"> <li>• Identify the number of people with autism requiring support into employment locally</li> </ul>   | <ul style="list-style-type: none"> <li>• Data sets to use for comparison on action plan implementation</li> <li>• Clear evidenced need</li> </ul>  | <p>Service Manager-Transformation, Performance &amp; Practice</p> <p>Employment Service Leads</p> <p>Autism Practice Lead</p> | December 2014 - ongoing |
| <ul style="list-style-type: none"> <li>• Liaise with FE establishments to identify further education training opportunities and apprenticeships to meet and support needs of people autism.</li> </ul>  | <ul style="list-style-type: none"> <li>• Measured progression of opportunities appropriate for people with autism</li> <li>• Clearer links form FE courses and employment opportunities</li> <li>• Clearer links from FE and university courses</li> </ul> | <p>Autism Practice Lead</p> <p>Cambridge Education in regards to CYP?</p>   | Jan 2016- ongoing       |



| Key Actions  | Outcomes  | Lead  | Timescale        |
|--|---|---|------------------|
|  |   | EBC / BCA lead  |                  |
| <ul style="list-style-type: none"> <li>Promote the work of the supported employment services and ASPIRE Slough - identify best practice in removing barriers in recruitment and employment</li> <li>Support services provided by a range of partner agencies (FE, job centre +, employability, charitable and voluntary agencies) are reviewed to ensure all needs are addressed but minimising duplication of work and resource.</li> </ul> | <ul style="list-style-type: none"> <li>Measured progression of opportunities appropriate for people with autism</li> <li>Increase In job opportunities</li> <li>Increase in autism clients in paid employment</li> <li>Increase in autism clients in apprenticeships and work placements</li> </ul> | <p>Autism Practice Lead</p> <p>Children's Service Lead<br/>Education and Autism</p> <p>Cambridge Education in regards to CYP.</p> <p>Employment Service Leads</p> <p>Head of Adult Safeguarding and Learning Disabilities</p> <p>EBC / BCA lead</p> | Jan 2016 ongoing |
| <ul style="list-style-type: none"> <li>Begin Mapping future needs of people with autism from an earlier age</li> </ul>   | <ul style="list-style-type: none"> <li>More linear and clear single assessment plan from child to adult services</li> <li>Joint transition boards</li> </ul>  | <p>Policy Lead</p> <p>Autism Practice Lead</p>  | Jan 2016 ongoing |

| Key Actions   | Outcomes  | Lead   | Timescale            |
|---|---|--|----------------------|
|   | <ul style="list-style-type: none"> <li>Joint reviews</li> <li>Clear referral and transition process</li> </ul>  | <p>Cambridge Education in regards to CYP.</p> <p>Head of Adult Safeguarding and Learning Disabilities</p> <p>Transition Policy Officer / Project Officer</p> <p>Education Lead</p> <p>CCG Lead</p> |                      |
| <ul style="list-style-type: none"> <li>Identification and Promotion of services supporting adults and children with autism to access mainstream services</li> </ul> | <ul style="list-style-type: none"> <li>Significant increase in clients with autism accessing mainstream services – children and adults</li> </ul>       | <p>Autism Practice Lead</p> <p>Cambridge Education in regards to CYP.</p>  | April 2016 ongoing   |
| <ul style="list-style-type: none"> <li>Improve access to Psychological therapies involving Mental Health Services</li> </ul>  | <ul style="list-style-type: none"> <li>Increase in people with autism on waiting lists and treatment lists within IAPT and talking therapies</li> </ul> | <p>CCG Lead</p> <p>Head of Mental</p>  | April 2015 - ongoing |

| Key Actions  | Outcomes  | Lead   | Timescale            |
|--|---|--|----------------------|
|  | <ul style="list-style-type: none"> <li>Decrease in open Mental Health caseloads within Mental Health Services</li> <li>Feedback from people with autism and their families and carers.</li> </ul>   | Health Services<br><br>CAMHS lead<br><br>IAPT lead<br><br>Autism Practice Lead   |                      |
| <b>Local Priority Area 5: Increased support for people with autism and their families</b>  |   |  |                      |
| <ul style="list-style-type: none"> <li>Identify the number of people in receipt of Personal Budgets</li> <li>Personal budgets created and managed in a person centred way.</li> <li>Personal Budgets and Planning reach meaningful outcomes.</li> <li>Service Providers deliver consistent person centred and positive outcome based support.</li> </ul> | <ul style="list-style-type: none"> <li>Increase of service users with Autism in receipt of personal budget</li> <li>Increase of personal assistants</li> <li>Increase of person centred planning and personalised support</li> <li>Decrease of adults with autism accessing higher level support</li> <li>Increase of independent living in people with autism</li> </ul> | Service Manager-Transformation, Performance & Practice<br><br>Head of Adult Safeguarding and Learning Disabilities<br><br>Commissioning / Contracts / Procurement lead<br><br>Autism Practice Lead | January 2017 ongoing |
| <ul style="list-style-type: none"> <li>Ensure that more adults with Autism</li> </ul>  | <ul style="list-style-type: none"> <li>Decrease in people not eligible for</li> </ul>   | Commissioning  | June 2016 ongoing    |

| Key Actions  | Outcomes  | Lead  | Timescale |
|--|---|---|-----------|
| <p>who do not meet eligibility criteria have access to preventative services to include social inclusion and awareness</p> <ul style="list-style-type: none"> <li>Ensure that there is appropriate signposting and information for those who do not meet eligibility criteria.</li> <li>Create and Promote a Directory of Services for people with autism</li> </ul> | <p>services deteriorating and becoming more socially isolated.</p> <ul style="list-style-type: none"> <li>Decrease in people with autism needing to access Mental Health Services.</li> <li>Increased uptake in people with autism accessing charitable and voluntary organisations and groups.</li> <li>Increase of people with autism accessing lower level and preventative services.</li> </ul> | <p>Lead</p> <p>Head of Adult Safeguarding and Learning Disabilities</p> <p>Autism Practice Lead</p> |           |
| <ul style="list-style-type: none"> <li>Enable a clearer distinction between current Service Groups (Learning Disabilities and Mental Health) and Autism by providing a clearer support pathway.</li> </ul>   | <ul style="list-style-type: none"> <li>Clear Linear pathway of diagnosis, referral and support</li> <li>Increased knowledge, information and signposting from individual services</li> <li>Cascaded expertise throughout teams in Autism</li> <li>Decrease in confusion over where Autism sits in regards to support and advice</li> </ul>  | <p>Head of Adult Safeguarding and Learning Disabilities</p> <p>Autism Practice Lead</p>             | Jan 2017  |
| <ul style="list-style-type: none"> <li>Have dedicated autism champions in Learning Disability, Mental Health Services, Children's and CAMHS Services</li> </ul>  | <ul style="list-style-type: none"> <li>Clear Linear pathway of diagnosis, referral and support</li> <li>Increased knowledge, information and signposting from individual services</li> </ul>  | <p>Service leads for Learning Disability, Mental Health, and CAMHS &amp; Children's.</p>            | Jan 2015  |

| Key Actions  | Outcomes   | Lead   | Timescale           |
|--|--|--|---------------------|
|  | <ul style="list-style-type: none"> <li>Cascaded expertise throughout teams in autism</li> </ul>  | Autism Practice Lead   |                     |
| <ul style="list-style-type: none"> <li>Advocacy support commissioned and available for Adults / Carers / Families with autism</li> <li>Increase awareness and understanding of autism for affected family</li> </ul>                                 | <ul style="list-style-type: none"> <li>Increase of opportunities appropriate for people with autism</li> <li>Increase in autism clients accessing appropriate advocacy services</li> <li>Decrease in complaints, difficulties faced by families and carers and people with autism</li> </ul> | Commissioning Lead<br><br>Autism Practice Lead<br><br>Cambridge Education regarding CYP. | June 2016           |
| <ul style="list-style-type: none"> <li>Identify areas of Learning and Development needs to support ongoing person centred support to adults with autism.</li> </ul>  | <ul style="list-style-type: none"> <li>Wider and clearer understanding of autism and its implication for support and care.</li> <li>Appropriate brokerage and signposting service for autism – leading to appropriate provision and help.</li> </ul>   | Procurement / Brokerage Team Leads.<br><br>Service Leads<br><br>Autism Practice Lead     | June 2017 - ongoing |
| <ul style="list-style-type: none"> <li>Carry out a mapping process with Housing Services and providers to identify appropriate supported/independent accommodation and collate a database of those in Order to meet corporate priorities.</li> </ul> | <ul style="list-style-type: none"> <li>LDD change programme incorporating needs of people with autism and their families.</li> <li>Reduction of adults and children being placed out of county</li> <li>Reduction of children and clients being placed in residential services</li> </ul>    | Housing Manager and/ or Project Officers<br><br>Autism Practice Lead                     | July 2018 – ongoing |

| Key Actions   | Outcomes   | Lead  | Timescale          |
|---|--|---|--------------------|
|   | inappropriately <ul style="list-style-type: none"> <li>Reduction of people with autism accessing mental health services unnecessarily.</li> </ul>  |   |                    |
| <ul style="list-style-type: none"> <li>Commence mapping and needs analysis based on current local provision and numbers of diagnosed with autism locally.</li> </ul>  | <ul style="list-style-type: none"> <li>Service gaps identified</li> <li>Service gaps filled</li> <li>Pathway of diagnosis and support is clear and efficient</li> <li></li> </ul>  | Autism Practice Lead<br><br>CCG Leads.          | May 2014 - ongoing |
| <ul style="list-style-type: none"> <li>Based on needs analysis commission for appropriate services that can deliver and meet the needs of people with autism locally</li> <li>Autism self and peer advocacy groups supported and developed</li> </ul> | <ul style="list-style-type: none"> <li>Service gaps identified</li> <li>Service gaps filled</li> <li>Pathway of diagnosis and support is clear and efficient</li> <li>Cost effectiveness and efficiency, appropriateness and positive outcomes evidenced.</li> </ul> | Commissioning Lead.<br><br>Autism Practice Lead | Jan 2015 ongoing   |
| <ul style="list-style-type: none"> <li>Identify, plan and implement use of co-production, peer support and community engagement to bridge gaps in provision due to funding cuts and limitations</li> </ul>  | <ul style="list-style-type: none"> <li>Service gaps identified</li> <li>Service gaps filled</li> <li>Pathway of diagnosis and support is clear and efficient</li> <li>Cost effectiveness and efficiency, appropriateness and positive outcomes evidenced.</li> </ul> | Commissioning Lead<br><br>Autism Practice Lead  | Jan 2016 ongoing   |

Working Document