

Hackney Implementation Plan for Adults with Autism: 2016 – 2017

Hackney shares the Government's vision that *"All adults with autism are able to live fulfilling and rewarding lives within a society that accepts and understands them. They can get a diagnosis and access support if they need it, and they can depend on mainstream public services to treat them fairly and help them make the most of their talents"*

- The Autism Act 2009 was a landmark piece of legislation. It was the first ever disability-specific law in the UK and it led to the publication of two key documents: *Fulfilling and Rewarding Lives: the strategy for adults with autism in England and Implementing Fulfilling and Rewarding Lives: statutory guidance for local authorities and NHS organisations to support implementation of the autism strategy.*
- The recently published *"Think Autism" 2014* is a refresh of the National Strategy and outlines the statutory requirements for local authorities and health partners in line with updated legislation such as the Care Act. It has a shift in focus towards the provision of advice, information and community inclusion.
- The aim of the national strategy is to revolutionise the way services are delivered to adults with autism and to make sure they can live full and prosperous lives. The statutory guidance backs this up by placing legal duties on local authorities and NHS bodies to improve services.
- The guidance is **statutory**, it is to be treated as if it were issued under **section 7 of the Local Authority Social Services Act 1970**. Therefore, local authorities and NHS bodies **must** follow the guidance when it is relevant to them and, unless a good reason can be given, can be challenged through the courts. It is intended to provide direction *'the ultimate aim is that local areas apply it to reflect local needs, existing strengths in service provision and the landscape they work in'*

The Implementation Plan for Adults with Autism;

The overarching aim of this Plan is to provide a 'road map' and put in place local structures that involve people with autism and their families/carers in ensuring that the vision and duties within the national strategy are implemented locally. The intention is that this Plan will provide a framework for a new governance structure, the focus of which is the creation of an Autism Alliance /Board which will report to the Health & Well Being Board and have oversight on the delivery of key work streams including the development and monitoring of a local

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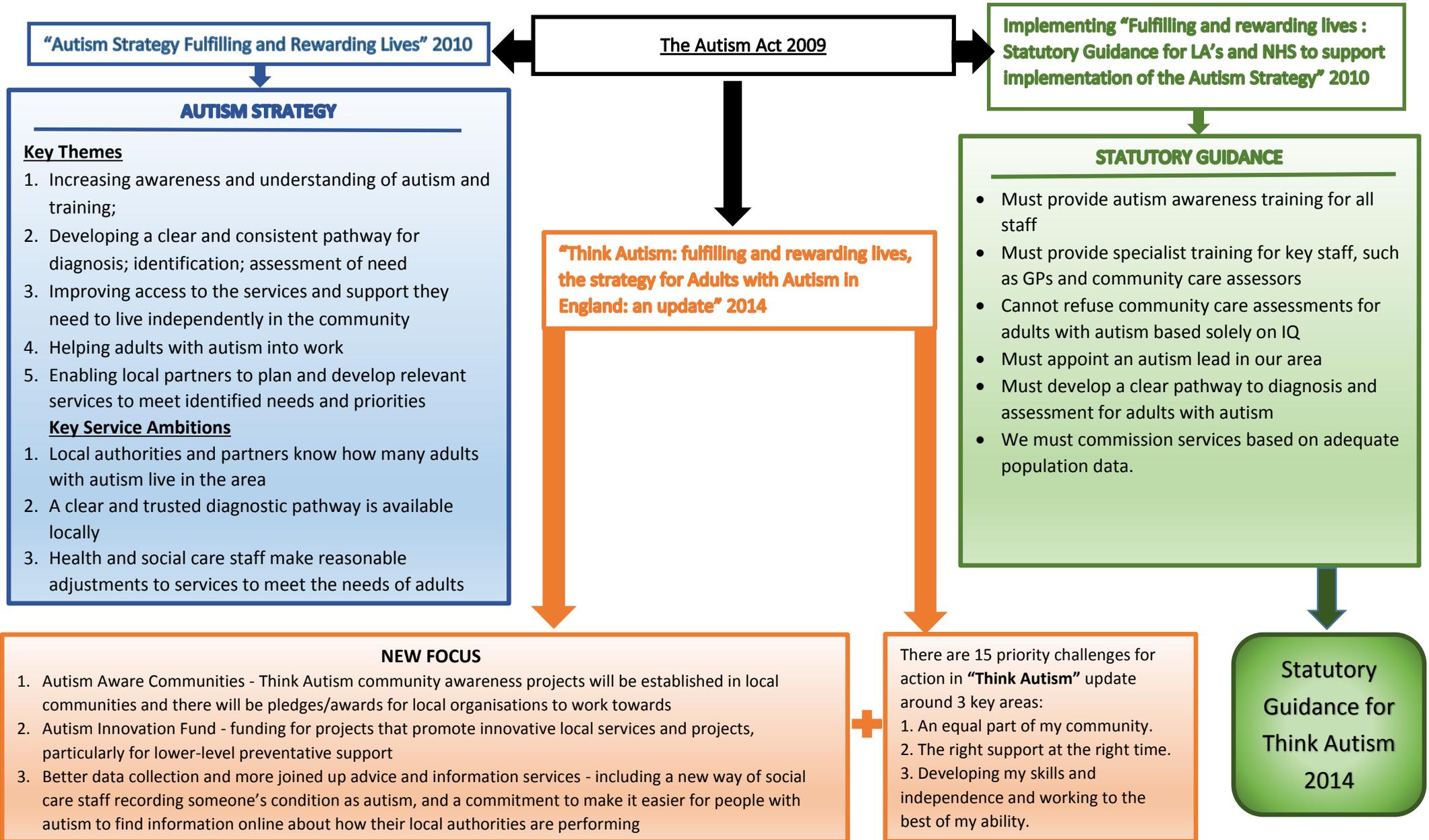
strategy and robust wider community engagement with carers, people with autism and other key stakeholders in the voluntary sector and criminal justice system.

- Putting in place a more robust joint local leadership and governance structure which ensures that people with autism and their families/carers have a strong voice and are part of the development and on-going monitoring of a local autism strategy.
- Establishing an Autism Alliance which will involve people with autism and their families/carers and other key partners in the planning of local services to meet the needs of people with autism

The Autism Alliance will lead on the development and on-going monitoring of a local strategy that will address the following priorities:

- Ensuring that all health and social care staff are aware of autism and are appropriately trained to identify, assess and support those with autism
- Ensuring that there is a clear and effective diagnostic pathway and opportunity for a community care assessment and a carers assessment
- Enabling those with autism to access appropriate mainstream health and social care services
- Identifying the local needs of people with autism and the gaps in services
- Ensuring that there are specialist health and social care services available for those with autism who need them
- Enabling those with autism to access education and employment opportunities
- Ensuring robust transition arrangements are in place.

HACKNEY AUTISM STRATEGY: KEY DRIVERS



The recently issued statutory guidance for the 2014 *“Think Autism Strategy”* was based on a national review involving people with autism and those involved in planning, commissioning and providing services. The guidance has increased in scope to include employment and criminal justice. It also updates what local authorities and NHS bodies in England should be doing in relation to the Care Act and the Children and Families Act for adults with autism. The section relating to training has been made clearer, outlining which categories of professionals need particular levels of training. There is also more description of what diagnostic and care pathways should look like.

Key duties on Councils and the NHS include:

- Providing autism training for all staff in health and care services
- Providing specialist training for key staff, such as GPs and community care assessors (this has been made clearer in the new guidance, to include more information about what different levels of awareness mean)
- Providing a clear pathway to diagnosis and assessment for care and support needs, including people who do not have a learning disability
- Having an autism lead. (The expectation is that this is a senior member of staff within the council who has responsibility for overseeing autism services)
- Having a plan in place to develop the right services for the area, based on adequate data about people with autism and their needs.
- Having a partnership board (or equivalent senior planning forum) to involve and bring together key people in the area to make decisions about local services, which will include people with autism and their families.
- In line with the Care Act identify advocacy and preventative services for adults autism and their carers
- Ensure that the assessment and care planning process considers participation in employment as a key outcome,
- Work with the criminal justice system to ensure staff training programmes, and access to diagnostic and assessment services for people in prisons

Summary of duties

Providing autism training for all staff in health and care services

NHS bodies and NHS Foundation Trusts should:

Ensure they are involved in the development of local workforce planning, and GPs and primary care practitioners are engaged in the training agenda in relation to autism.

Local Authorities must:

Ensure that any person carrying out a needs assessment under the Care Act 2014 has the skills, knowledge and competence to carry out the assessment

Identification and diagnosis of autism in adults, leading to assessment of needs for relevant services

NHS bodies and NHS Foundation Trusts should:

Provide access to an Autism diagnostic and treatment pathway including those who do not have a learning disability.

Designate a health lead responsible for developing, maintaining and promoting a diagnostic and treatment pathway.

Local Authorities and NHS bodies should jointly:

Ensure the existence of a clear trigger from diagnostic to local authority adult services to notify individuals of their entitlement to an assessment of needs.

Planning in relation to the provision of services for people with autism as they move from being children to adults

Local Authorities must:

Ensure that the duties Under the Children and Families Act 2014 are applied where relevant to children and young people with autism and their families:

Local planning and leadership

Local Authorities should:

Ensure that there is a meaningful local autism partnership arrangement that brings together different stakeholders locally, including the CCG, and people with autism.

Allocate responsibility to a named joint commissioner/senior manager for commissioning services (autism lead)

Bring partners together, for example through Health and Wellbeing Boards, to ensure information sharing protocols are in place and that all necessary information for service planning is available;

Preventative support and safeguarding

Under the Care Act Local Authorities must

Identify and develop resources that will prevent or delay the development of care and support needs of adults with autism and their carers

Identify the local care and support needs of people with autism and the gaps in service provision.

Local Authorities and NHS bodies should jointly:

Work together to put in place a locally agreed joint plan to ensure high-quality care and support services for all people with challenging behaviour, including autism

NHS bodies should jointly:

Work in partnership so there is a substantial reduction in reliance on inpatient care for people with autism

Under the Care Act Local Authorities must:

Provide access to advocacy provision where the person would have significant difficulty in understanding the assessment and care management process

Employment for adults with autism

Local Authorities must:

Ensure that the assessment and care planning process for adult needs for care and support considers participation in employment as a key outcome, if appropriate.

Working with the criminal justice system

NHS bodies and NHS Foundation Trusts should:

Ensure that in commissioning health services for persons in prison and other forms of detention prisoners are able to access autism diagnosis in a timely way

Ensure that Liaison and Diversion services have in place a clear process to communicate the needs of an offender with autism to the relevant prison or probation provider;

PRIORITY 1: AWARENESS RAISING AND TRAINING / WORKFORCE DEVELOPMENT

Key issue:

Provision of training on autism and raising awareness is vital; what should be available in terms of training for frontline staff and more broad general awareness training needs revision and updating.

National Strategy / Statutory Guidance Key References:

- Improving training around autism and increasing its availability is at the heart of the strategy
- Training must lead not only to improved knowledge and understanding but also to changing the behaviour and attitudes of health and social care staff
- As a minimum autism awareness training should be included within general equality and diversity training programmes
- Local areas should develop or provide specialist training for those in key roles that have a direct impact on access to services for adults with autism
- Autism training should not be seen as a one off
- The core aims of training are that staff are able to identify potential signs of autism and understand how to make reasonable adjustments in their behaviour, communication and services for people who have a diagnosis / display characteristics of autism
- Autism training will be delivered where possible in partnership with adults with autism

OVERALL PRIORITY LEAD

ACTION	BY WHO	BY WHEN	Expected BENEFIT / OUTCOME
Include brief autism awareness as part of general mandatory equality and diversity training to all health and social care staff	Hackney/ Homerton and CCG Learning and Development Depts.	May 2016	<ul style="list-style-type: none"> • Increase general knowledge and awareness of ASD • Target of 100 participants met by April 2016
Complete a workforce development mapping exercise across health and social care to identify the types and number of frontline staff who require training	Hackney/ Homerton and CCG Learning and Development Depts.	June 2016	<ul style="list-style-type: none"> • Specific training for those who will come into contact with adults with the diagnosis of ASD
Provide additional more in depth autism awareness training for frontline staff in health and social care	Hackney/ Homerton and CCG Learning and Development Depts.	April 2017	<ul style="list-style-type: none"> • All frontline staff are trained to an appropriate level
Develop and provide or commission specialist autism training for those in key clinical and assessment roles. This will involve people with autism.	Terry Cocklin /David Maher. ELFT/Homerton	April 2017	<ul style="list-style-type: none"> • Specialist training for those requiring a more in depth understanding of ASD

			to enable them to meet the needs of their clients
To involve adults with autism, carers and representative groups to help develop, deliver and evaluate training	Terry Cocklin /ELFT /Homerton	July 2016	<ul style="list-style-type: none"> User involvement will focus on areas that are important to them.
Establish an annual rolling programme of Autism training to ensure key frontline and specialist staff are updated on an annual basis	Hackney and CCG Training Depts.	Ongoing	<ul style="list-style-type: none"> Frontline staff remain competent in identifying and supporting those with autism
Link with police and probation services to ensure relevant training is in place in working with people with Autism	Hackney and CCG Training Depts./ Community Safety.	Oct 2016	<ul style="list-style-type: none"> Ensure that the needs of people with Autism are identified within the Criminal Justice System

PRIORITY 2: IDENTIFICATION AND DIAGNOSIS OF AUTISM LEADING TO ASSESSMENT OF NEEDS FOR RELEVANT SERVICES

Key Issues:

The City and Hackney CCG have recently commissioned a single specialist diagnostic process for adults with autism from East London Foundation Trust

The pathway from diagnosis to referral for assessment and signposting for those adults with suspected Asperger / high functioning autism is not always clear, standard or easy to access.

National Strategy / Statutory Guidance Key References:

- A key element of the strategy and guidance is that a person can get a diagnosis and access support if they need it
- Diagnosis is not a goal in itself; it is one part of an integrated process, which should lead to adults with autism being able to access the services and support they need
- Under section 47(1) of the NHS and Community Care Act 1990, local authorities have a duty to assess a person who may be in need of community care services. This duty applies to people with autism irrespective of IQ
- Diagnosis of autism must be recognised as a reason for assessment; it must also be a catalyst for a carer's assessment
- Each area should put in place a clear pathway for diagnosis of autism, from initial referral through to assessment of needs. This should have been achieved by 2013
- Assessment of eligible needs should not be influenced by availability of services
- Each local authority should appoint a lead professional to develop diagnostic and assessment services for adults with autism in their area

OVERALL PRIORITY LEAD

ACTION	BY WHO	BY WHEN	Expected BENEFIT / OUTCOME
Develop a clear pathway post diagnosis onto assessment of need for adults with autism, particularly those with high functioning / Asperger syndrome	Mike Corrigan/ Ilona Sarulakis	April 2016	<ul style="list-style-type: none"> All adults with autism are able to access an appropriate assessment of needs There will be clear signposting to appropriate services for those with autism who do not have a learning disability or mental health need
Develop a clear pathway to a diagnosis service	David Maher/ELFT	Service has been commissioned	<ul style="list-style-type: none"> Clear pathway in place, in line with NICE guidance All adults with suspected autism are able to access diagnostic services
Identify an autism lead professional within Adult Social care and the CCG to support the development of the diagnostic and assessment pathway	David Maher/ Ilona Sarulakis ELFT/Homerton	March 2016	<ul style="list-style-type: none"> All health and social care staff have improved standards of work and excellent professional practice
Ensure all those with a diagnosis of autism are offered an assessment to determine social care needs	Mike Corrigan/ Ilona Sarulakis	March 2016	<ul style="list-style-type: none"> Integrated pathway will ensure that health notify social care of need for a community care assessment following diagnosis
Ensure a Carer's Assessment is triggered by a diagnosis of autism	Dan Simms	March 2016	<ul style="list-style-type: none"> Improved support, information and signposting for carers
Ensure adults with autism are better able to access mainstream health and preventative services as appropriate, particularly those without a learning disability or mental health need	ELFT/ /Yvonne Toms /Public Health.	April 2016	<ul style="list-style-type: none"> Earlier identification of possible health needs e.g. mental health problems Reduced need for high cost interventions through prevention and early intervention
Ensure that there are strong links with the Criminal Justice System	ELFT/CCG	June 2016	<ul style="list-style-type: none"> People with Autism who come into contact with Liaison and Diversion services have a clear pathway to

			identify needs and access to diagnostic pathway
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PRIORITY 3 : SERVICE PLANNING INCLUDING TRANSITION

Key Issues:

The number of people with autism is projected to increase over the next 10 years or so.

The pathway for those with Asperger syndrome / high functioning autism who do not meet the criteria for learning disability or mental health services needs to be clearer.

National Strategy / Statutory Guidance Key References:

- A large proportion of children and young people with autism identified through the SEN system have statements and therefore transition planning must take place
- Local authorities must arrange assessments of needs and the provision that will be required to meet those needs for all young people with statements who are thinking of going on to further education or training
- Effective transition planning should include career preparation up to age 16 and plans for education, employment, training, transport, housing and leisure from 16 to 19 and beyond
- Local authorities need to comply with their existing legal obligations around transition planning
- Young, people with autism and their families / carers should always be involved in transition planning
- Adults with autism should be able to access personal budgets and direct payments in line with the assessment of their needs
- Local authorities should allocate responsibility to a named joint commissioner / senior manager to lead commissioning of community care services for adults with autism
- Local commissioning plans must be developed and reviewed annually
- Local authorities are required to gather / collect key data to inform commissioning and service planning

OVERALL PRIORITY LEAD

ACTION	BY WHO	BY WHEN	Expected BENEFIT / OUTCOME
Ensure the Transition Programme Board lead on the development of transition planning for people with autism. Existing transition planning processes will be reviewed and updated if necessary	Preparing for Adulthood Lead	April 2016	<ul style="list-style-type: none"> • Ensure compliance with statutory duty
The Transition Programme Board to ensure that all key partners, services and agencies work together to	Preparing for Adulthood Lead	July 2016	<ul style="list-style-type: none"> • Information shared appropriately to enable transition to adult services

support young people with autism through transition to adult services			<ul style="list-style-type: none"> Feedback is gathered from people with autism in transition and used to improve the pathway
Review current arrangements for supporting students with autism in further education and develop appropriate support mechanisms if required	Further Education Project lead	June 2016	<ul style="list-style-type: none"> Reasonable adjustments are put in place to support individuals to complete studies Improved emotional and mental wellbeing
Commission a multi-disability employment service, which will include supported employment opportunities for people with autism / Asperger syndrome across adult's social care client areas.	MH Commissioner /Project lead /David Maher	July 2016	<p>Target % of adults with autism referred to the service will be in employment by April 2016 and each subsequent year</p> <ul style="list-style-type: none"> Employers will be better equipped to make reasonable adjustments for adult with autism
Ensure that there is the provision of "lower level" local preventative support enabling people with autism to be connected with peers and with other local community groups	MH Commissioner / Yvonne Toms/ David Maher /Public health /	Aug 2016.	<ul style="list-style-type: none"> That there are appropriate systems in place to signpost people to advice, information and support services.
In line with the Care Act identify appropriate advocacy services for adults with autism and their carers	MH Commissioner /	April 2016	<ul style="list-style-type: none"> That advocacy services are appropriately trained and skilled to work with people with Autism
To review use of advocacy services by people with autism	Autism Alliance	Aug 2016	<ul style="list-style-type: none"> To determine if current service provision meets the needs of people with autism
That there are information systems in place across health and Social care for identifying and collecting data on the care and support needs of adults with autism	Homerton / David Maher/ Stephen Daly	March 2015	<ul style="list-style-type: none"> That NHS Bodies have ways of identifying and flagging up people with autism, including those who have learning disabilities who access GP and acute health services

			<ul style="list-style-type: none"> The Council has an information System for recording and identifying the needs of people with Autism.
In line with the Winterbourne view Concordat put in place a locally agreed joint plan to ensure high-quality care and support services for all people with challenging behaviour, including people with Autism.	MH Commissioner / David Maher / Fran Pitcher	July 2016	<ul style="list-style-type: none"> Working in partnership so there is a substantial reduction in reliance on inpatient care for people with autism through the provision of alternative community-based settings for treatment and care and crisis intervention
Ensure local housing strategy considers the needs of those with autism	Yvonne Toms/Chris Smith	Sept 2016	<ul style="list-style-type: none"> More adults live in accommodation that meets their needs
Ensure housing needs are included in transition planning	Yvonne Toms / Chris Smith Transition Board Lead	Sept 2016	<ul style="list-style-type: none"> Identification of future needs and subsequent planning may reduce the need for crisis intervention
Review opportunities within social and leisure services to improve access for adults with autism. Identify barriers and ensure reasonable adjustments are made to improve access and develop opportunities for services that improve wellbeing	MH Commissioner Public Health / Autism Board	June 2016	<ul style="list-style-type: none"> Reasonable adjustments made by services to increase access to a wide range of leisure and social services through consultation with adults with autism/Greenlight Toolkit. Improved activity levels Improved social integration Improved emotional and mental wellbeing

PRIORITY 4 : LEADERSHIP AND GOVERNANCE

Key Issues:

A clear governance and leadership structure needs to be in place for taking forwards the implementation of the Autism Plan and the development of an Autism Strategy

National Strategy / Statutory Guidance Key References:

- The Director of Adult Social Services (DASS) at Hackney must ensure there is a joint commissioner / senior manager who has a clear commissioning responsibility for adults with autism. **This is the key leadership role locally and local authorities are expected to appoint someone**
- The commissioner / manager will participate in relevant local and regional strategic planning groups and partnership boards including the Health and Wellbeing Board
- The development of commissioning plans may be led by the Health and Wellbeing Board under its proposed remit to lead the JSNA

- Establishment of a local autism partnership board (or equivalent senior planning Board)

OVERALL PRIORITY LEAD

ACTION	BY WHO	BY WHEN	Expected BENEFIT / OUTCOME
A senior manager / commissioner in the local authority is identified to be the lead for autism and ensure delivery of the strategy	MH Commissioner	September 2015	<ul style="list-style-type: none"> • Clear leadership for autism • Strategy delivered • Multi-agency partnerships set up and used to ensure the needs of adults with autism are met
A senior manager/ commissioner in ELFT is identified to be the lead for autism and ensure delivery of the strategy	Tony Madden	September 2015	<ul style="list-style-type: none"> • Clear leadership for autism • Strategy delivered • Multi-agency partnerships set up and used to ensure the needs of adults with autism are met
Creation of an Autism Alliance Board to advise on the development, implementation and evaluation of a local Autism Strategy	MH Commissioner/David Maher	April 2016	<ul style="list-style-type: none"> • User consultation throughout. The opportunity to co-produce plans and service developments on issues that affect people with autism.
Establish a governance structure for adults with autism, including reporting lines and lines of accountability. This will include the development of a local planning structure for consulting with adults with autism and their carers on the development and delivery of the local Autism Strategy	MH Commissioner /David Maher /Autism Alliance	July 2015	<ul style="list-style-type: none"> • Clear leadership and accountability established to ensure implementation of the strategy
Ensure the needs of people with autism are included in the refresh of the JSNA to identify key priorities for commissioning	Public Health Lead	January 2016	<ul style="list-style-type: none"> • Identification of key priorities • Autism seen as a priority and ‘owned’ by the Health and Wellbeing Board
Develop a revised more detailed integrated autism commissioning plan/strategy based on the JSNA findings of needs assessment and gaps in provision in partnership with people with autism.	MH Commissioner /David Maher /Autism Alliance	December 2016	<ul style="list-style-type: none"> • Joint investment in service delivery aligned to needs of those with autism

PRIORITY 5 : User Engagement and Consultation

Key Issues:

Development of a local Autism Strategy and governance structure which includes people with autism and their families/carers.

National Strategy / Statutory Guidance Key References:

- Local authorities are expected to have an Autism Partnership Board or similar partnership mechanism
- Autism Partnership Boards/Autism Alliance needs to play an important role in engaging people with autism and their families
- People with autism should play an equal part within their local community.
- The Autism Partnership Boards/Autism Alliance should have the sign-up of key individuals across the public sector.

OVERALL PRIORITY LEAD

ACTION	BY WHO	BY WHEN	Expected BENEFIT / OUTCOME
Creation of an Autism Alliance that is representative, to advise on the creation; delivery; implementation and evaluation of the Autism strategy	Healthwatch/ Carers and people with autism / Mental Health Commissioner/ David Maher	May 2016	<ul style="list-style-type: none"> • User consultation throughout. The opportunity to co-produce plans and service developments on issues that affect people with autism through a representative group with a clear remit and terms of reference.
Clear links and reporting established between the Autism Alliance, leads on identified target work areas and the sub groups of the Autism Alliance.	Autism Alliance	May 2016	<ul style="list-style-type: none"> • User consultation will identify the main themes/focus of the local strategy to work on throughout the year. • People with autism can provide advice and consultation re local service provision
An Autism strategy is developed and delivered with clear targets and methods for evaluation. This will be shared with key stakeholders. The Strategy would look to cover both Children’s and Adults Services	Autism Alliance	February 2017	<ul style="list-style-type: none"> • A strategy is in place to provide steer and direction regarding key targets chosen by people with autism to influence service provision • Progress on target areas evaluated at quarterly meetings
Complete Local Authority autism Self-Evaluation in conjunction with Autism Alliance	MH Commissioner/	July 2016	<ul style="list-style-type: none"> • To highlight priorities and areas for local development.

	Public Health lead/ Autism partnership Board		
To establish the local benefit of supporting and creating Autism Ambassadors who be key members of the Autism Alliance	Autism Alliance	August 2016.	<ul style="list-style-type: none"> To support and provide a framework for people with Autism to play an important role in delivering staff training and engagement with key community groups such as the criminal justice system in autism awareness

Governance arrangements

The lead within the Council for taking forwards the local Autism Plan for Adults with Autism will be the Mental Health Commissioner as this aligns to the Autism lead within City and Hackney CCG which currently rests with Mental Health

An Autism Alliance will be developed to take forwards the delivery of the Plan. The Governing Body would meet 3 or 4 times a year and will have senior representation from the Council and CCG from both Adults and Children's services, Carers and adults with Autism as well as other stakeholders and partners involved in the monitoring and delivery of the plan. Consideration will be given to an independent co-chair from the voluntary sector such as the National Autistic Society. It is not considered that this will be a paid role. The Autism Alliance Board will report into the Health & Well Being Board and have a reporting line into the Mental Health Programme Board and the Learning Disability Section 75 Commissioning Board. The Autism Board would have a number of work groups/streams reporting into it to ensure the delivery of the targets set out in this Plan. The diagram below is the suggested governance structure.

