

Havering All Age Autism Strategy 2019

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Separately - 1. Action plan

1. Key Principles

 The logo of The London Borough of Havering, featuring a central shield with a crown on top, surrounded by a circular border with the text "THE LONDON BOROUGH OF HAVERING".	<p>This is the first draft of the All Age Autism Strategy for people with Autism and their families.</p>
 A group of diverse people standing together, holding large, colorful signs in various colors (red, blue, yellow, green).	<p>The plan is that Autistic people have the same opportunities as everyone else.</p>
 Four people (three men and one woman) sitting on a light-colored sofa, engaged in conversation.	<p>People with Autism and their families will be at the centre of everything we do.</p>
 A signpost with five arrows pointing in different directions, labeled "SUPPORT", "HELP", "ADVICE", "GUIDANCE", and "ASSISTANCE".	<p>Information and support will be easy to find.</p>

	<p>There will be increased awareness across Havering.</p>
	<p>People with Autism will be included in the community</p>
	<p>Havering is working on many different strategies that affect people with Learning disabilities and Autism.</p>
	<p>The key goals for social care will be:</p> <ul style="list-style-type: none">PreventionPersonalisationIntegration and Partnerships

	<p>The key principles will be:</p>
	<p>Outcome based commissioning</p>
	<p>Financial management</p>
	<p>Co-production</p>
	<p>Improvement and change</p>



Havering has just published its Corporate Plan for 2019/2020. It has 4 themes:

- Opportunities
- Communities
- Places
- Connections



The Plan aims to give children the best start in life at school,



Meet the needs of vulnerable Havering residents,



Help Havering residents to be health and active,



And support families and communities to look after themselves and each other.



Some people with Autism and their families have already been asked about the draft strategy.



Now, the local council, NELFT and the CCG need to agree how to deliver the strategy.

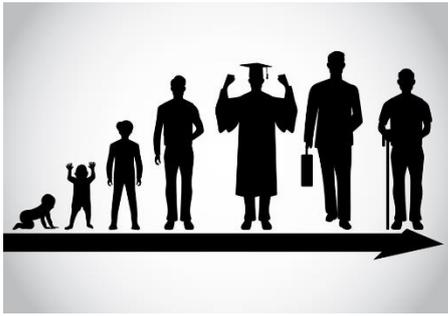
2019

Here is the timetable:

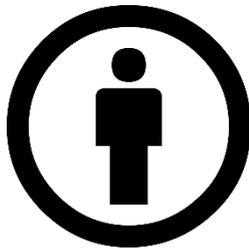
April – July – Consultation
July – September – Rewrite
October – Signed off
November - Launch

2. An Autism Strategy

	<p>Autism is a condition that affects 1% of the population.</p> <p>It can affect the health and social and economic wellbeing of the autistic person.</p>
	<p>Havering's Corporate plan aims to improve the lives of people who live here, particularly people with Autism.</p>
	<p>In the NHS's 10 year plan, it has been made a priority to better support people with Autism and learning disabilities.</p>
	<p>In 2010, the Strategy for Autism was published. This was aimed at adults. Plans were made for an All Age Strategy in 2019.</p>
	<p>A strategy sets out the vision for a specific group of people. It needs all relevant people to be a part of it.</p>



People with Autism and their families told us that Autism is for life, so support needs to grow with Autistic children as they grow up and into adulthood.



The Havering All Age Autism Strategy will aim to join up health, care and education and treat the autistic person as a whole,



Diagnose Autism earlier,



Make it easier to transition from child to adult services so no young people miss out,



Improve understanding of autism in all its forms.



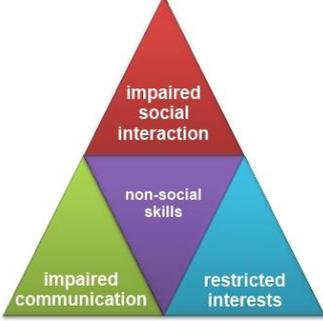
Autistic people have made it clear to us that they want to live their lives in the same as everyone else can, with support as needed.



People with autism may need specialist input, but they will definitely be in contact with local services in the community, so all services in Havering need to have awareness and training.

3. What is Autism?

	<p>Autism is known as a spectrum condition, because each Autistic person is different.</p>
	<p>Autism is present from when the person is young. Mental health problems or a learning disability are more common in Autistic people.</p>
	<p>The term Autistic started to be used in the 1960's. These days most Autistic people get diagnosed as a child.</p>
	<p>Some adults with autism have no diagnosis, and may feel like they do not 'fit in' well with parts of their life.</p>
	<p>Autism is a condition that affects how the person sees the world and how they relate to other people. It ranges from mild to severe.</p>

	<p>Autistic people have difficulties in 3 areas:</p> <ul style="list-style-type: none"> Social communication Social interaction Social imagination
	<p>People with Autism may be over-sensitive or under-sensitive to touch, tastes, light, smells or colours.</p> <p>They may also have other conditions like ADHD or a learning disability.</p>
	<p>Autistic people may have:</p> <ul style="list-style-type: none"> Increased anxiety A need for routines Difficulty with transitioning Difficulty moving skills to a new area Problems focusing Ability to highly focus on specific tasks Difficulties with self-awareness and understanding or expressing their own needs
	<p>Some people with Autism can live independently with no support, while others need specialist care.</p> <p>Some Autistic people are excluded socially and financially.</p>
	<p>Improving access to local support and services is important to help Autistic people in Havering develop their skills and independence.</p>



The condition can be missed by healthcare, education and social care professionals. This can stop them from getting the support and services they need.



Some Autistic people have contact with the criminal justice system as a victim or an offender. It is important their needs are recognised.



People with Autism may need support or services in their life. Autistic people who also have learning disabilities or mental health needs can usually get Social Care support.



Asperger Syndrome is another name for High Functioning Autism. It is used to describe an Autistic person who does not also have a learning disability.



It can be harder to tell if someone has Asperger Syndrome because they appear to be just like other people.

	<p>People with Asperger Syndrome are likely to have difficulties getting a job, getting to college or university, living independently, forming friendships and relationships.</p>
	<p>People with high functioning autism or Asperger Syndrome may be exploited due to their lack of social insight.</p>
	<p>They may be more vulnerable due to their mental health issues like anxiety or depression and may be at higher risk of suicide.</p>

4. Numbers of People

	<p>There are no definite figures telling us how many people have Autism. The only information we have is based on studies and surveys.</p>
	<p>Around 1% of the population of the UK is on the Autistic spectrum. Different parts of the World have different statistics.</p>



34% of children on the autism spectrum say that the worst thing about being at school is being picked on

63% of children on the autism spectrum are not in the kind of school their parents believe would best support them

17% of autistic children have been suspended from school; 48% of these had been suspended three or more times; 4% had been expelled from one or more schools.

70% of autistic adults say that they are not getting the help they need from social services.

70% of autistic adults also told us that with more support they would feel less isolated.

At least one in three autistic adults have mental health difficulties due to a lack of support.

Only 10% of autistic adults receive employment support but 53% say they want it.

Around a third of people with a learning disability may also be autistic

Only 16% of autistic adults in the UK have full-time paid jobs, and only 32% are in some kind of paid work



Between 48% - 56% of autistic people do not have a learning disability

Between 44% - 52% of autistic people may have a learning disability

Five times as many males as females are diagnosed with autism



The information about the number of people with Autism comes from a number of local and national sources.



In the next 16 years, the number of people with Autism in Havering is predicted to rise from 1,899 in 2017 to 2,302 in 2035. This is made up of 18 years old up to over 75 years old.



In the next 15 years, the number of children and young people with Autism in Havering is predicted to rise from 5,850 in 2018 to 7210 in 2033.



Sycamore Trust UK is the main provider of low-level support and advice in Havering.

Number of adults referred to Sycamore Trust in 2018:

April – June	96
July – September	81
October – December	36



Information from NELFT for 2018/19 for Autism diagnosis for adults:

61 referrals were received from 1st April 2018 – 13th March 2019.

5 clients did not meet the assessment criteria.

6 clients were signposted for other assessments due to mental health issues.

26 clients are on the current waiting list.

17 clients who have received a diagnosis of ASC - (4 carried on from last year)

3 clients did not receive a diagnosis of Autism.

10 clients are still in the assessment process.



Most people are assessed 28 weeks after being referred. The NICE guidelines say it should take 3 months at most.



Most people get their 2nd-stage screening assessment 7 weeks after being referred.



Children and Young People

We have more data regarding children and young people, and more understanding of it.



There is a higher demand for specialist help and special schools for children with Autism.

There was a 40% increase in children with Autism from 2012 – 2015. This is predicted to double between 2015 – 2020.



The School Census states: There are a total of 456 children from nursery up to age 18 with a diagnosis of Autism in Havering.

This number may be higher due to the way some schools record their data.



There are currently 217 children and young people aged 0 – 18 who have Autism and also have an Education, Health and Care Plan (EHCP)



Children's Social Care tells us the following numbers of children are known to social care:

Age 5 – 10	38
Age 11 – 15	45
Age 16+	36
Total:	119



Work has been taking place to develop a Housing strategy. This identified children and young people, who are all in special schools.



The number of children identified as being autistic may be higher due to girls being undiagnosed.



No local authority can know everyone who is diagnosed with Autism, as the person may not have services involved or may not wish their diagnosis to be made public, and may not need other support.



There are more people asking for support from Sycamore Trust UK than from adult social services. This may be because they do not meet the criteria for social care. Many people prefer to discuss their issues with local organisations.

Sycamore Trust has the Autism Hub in Romford Town Centre, and may be able to help them find help to get support from social care.



The National Autistic Society suggests that around half of Autistic people may also have a learning disability. But data suggests that only 8% of autistic people get support from the Community Learning Disability Team.



Only 5.4% of people who are involved with the CLDT are known to have Autism. This suggests there may be a need for more training on how to accurately record data.

5. National Policy

National Autism Strategy

 <p>National Autism Strategy</p>	<p>In 2010, 'A National Autism Strategy for Adults' was published. This had 5 main areas for development:</p> <ul style="list-style-type: none">○ Making sure people know about Autism○ How adults can find out if they have Autism○ Adults with Autism getting the right services and support○ Supporting Autistic people to get jobs○ What the local council and health services should do to help people with Autism
	<p>A review in 2014 led to 'Think Again', an update with new initiatives:</p> <ul style="list-style-type: none">○ Community awareness projects with rewards to aim for○ Autism Innovation Fund to fund local services and preventative support○ Better data collection, more advice and information services○ Information will be easier to find online about how their local authority is performing
	<p>In 2018, the Government decided to look at the needs of Children and Young People. This led to the 'All Age Autism Strategy' which will be published this year.</p> <p>The reasons given are:</p> <ul style="list-style-type: none">○ Autistic people should have the same start in life as other children. At the moment, too many Autistic children do not



- get the support they need.
- Autistic people can live happy, healthy and independent lives in their communities – a National Autism Strategy should work for adults and children.
 - The Government’s ambitions for children with Autism should do well in school and college, find jobs and live happy and fulfilled lives.



The key areas to the new strategy are:

- Joining up health, care and education services together.
- Diagnose Autism earlier.
- Improve transition between children and adult services.
- Improve understanding of Autism in all its forms.



Transforming Care Programme

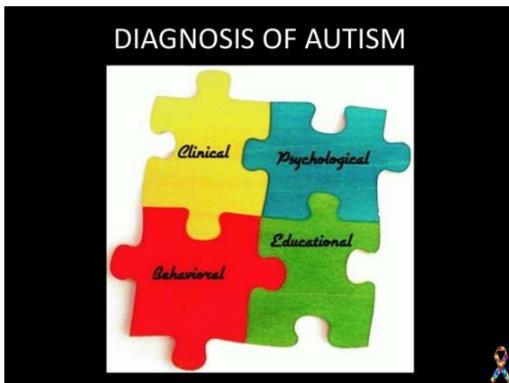
This is a national programme which aims to improve health and care services for people with a learning disability and / or Autism who show behaviours that challenge, who may be admitted to specialist hospital.



The Transforming Care Programme aims to work together to stop people being admitted to hospital. It wants any admission to be closely scrutinised. Any stay in a specialist hospital to manage challenging behaviours will be as short as possible.



The work of the Transforming Care Programme is supervised by a local board with people from the NHS and other organisations, people from the local councils and patients. It considers Autism as one of its priorities.



NHS PLAN

The NHS 10 year plan identifies supporting people with Autism or learning disabilities as a priority. You may have read or seen on the news about the numbers of Autistic young people in specialist hospitals, some of whom should not be in hospital. This is reflected in the NHS Plan.

Key issues relating to Autism are:

- Focus on reduced waiting times for diagnosis and services
- NHS Patient Records will show a 'digital flag' for people with Autism or learning disabilities, by 2023/24
- Autism and learning disabilities awareness training will be expected for all NHS staff.



SEND and Children and Families Act 2014

Part 3 of this Act helps children and young people with special educational needs or a disability. It helps children with disabilities with or without special educational needs.

Councils have to find out who in their area has a special educational need or a disability. The SEND Code of Practice requires:

- Parents, young people and children to be part of any decisions



- High aspirations and improving outcomes
- Education, Health and Care Plans for children and young people with more complex needs
- Support to help children and young people succeed in education and transition to adult services
- Local Offer to be clear about what is available for education, health and social care for those with special educational needs or disabilities, also regarding those with no Education, Health and Care Plan.



National Institute of Health and Care Excellence (NICE) guidelines

These guidelines help develop best practice in local services and how they are delivered



The NICE Autism Pathway brings together all the information relating to health and care support for people with Autism. It recommends:

- Services and delivery of care should be led by a multi-agency strategy group
- Care, assessment and support should be given by specialised professionals
- Partnerships working to deliver high-quality local services and support



NICE guidelines aim to give:

- Access for all
- Fully informed decisions made by patients, their families and professionals
- Care from skilled and trained staff
- Environments designed to minimise any negative impact



NICE guidelines highlight how important a smooth transition from young peoples to adult services is, and how both services need to work together to plan for this.



NICE Quality Statements

- Diagnosis should begin within 3 months of a referral
- People should be also be assessed for other mental or physical health issues
- A personalised plan should be developed with the person, their family and the Autism team
- Autistic people should have a named key worker to arrange the care and support in the plan
- People with Autism should have a discussion with the Autism team about whether they want support or treatment to help them cope with their Autism.
- Medication is not always prescribed when someone has Autism





- When a person with Autism shows behaviour that challenges, the person's physical and mental health is explored along with their environment.
- People with Autism and behaviour that challenges should not automatically be offered anti-psychotic medication unless all other options have been explored, or the behaviour is severe.

6. Local Issues

	<p>The Autism Strategy has been developed with involvement from Autistic people and their families through:</p> <ul style="list-style-type: none"> ○ CQC Ofsted Inspection ○ High Needs Review ○ Autism Partnership Board ○ Preparation for the Autism Self-Assessment in 2018
	<p>We are speaking with young people with Autism from the Young Advisers Havering to get their views. This should be finished in late Spring. We need to keep talking to people over the next 3 months to make sure the Strategy is ready on time.</p> <p>We understand that school holidays can make it difficult for families to take part in this.</p>
	<p>We have listened to people from all over the country, the NHS 10 Year Plan, and the National Autism Strategy.</p>
	<p style="text-align: center;">OFSTED / CQC Inspection</p> <p>In 2018 all SEND providers were inspected. Inspectors looked at how well Havering is doing working with people with Autism or learning disabilities.</p>



Things Havering does well:

- Identifying the needs of children with disabilities or Special Educational Needs has improved.
- Services are in place that make a difference to people's lives.
- A wide range of training for staff including Autism training. This means they have more skills.
- The Young Advisers Group has been set up to tell us what young people with disabilities think about their lives.



Things Havering needs to be better at:

- Parents feel like they don't have input into the support their child gets.
- They are unsure about new services.
- Parents have lost confidence in Consultation groups and feel they aren't really listened to.
- Social care staff don't have enough input into EHC Plans, so they don't show what the child's needs are clearly. But this is getting better, with better outcomes shown.
- Parents and young people do not know about the Local Offer. Havering needs to make sure more people know about it.
- Some parents have told us they didn't get enough support after their child was diagnosed with Autism. We need to improve this to

Local Offer
Services for children and young people with special educational needs and/or disability
[Find out more >>](#)

	<p>meet their needs.</p> <ul style="list-style-type: none"> ○ Having needs to aim higher for people with Autism, for example, we need to give better support to help Autistic people find jobs.
	<p>High Needs Review and Strategy</p> <p>There are more children and young people being diagnosed with Special Educational Needs which are more complex. In 2017 Havering reviewed the Strategy for Children and Young People with Special Educational Needs and Disabilities.</p>
 	<p>Things Havering does well:</p> <ul style="list-style-type: none"> ○ Most playgroups and nursery's support young children well, despite funding issues. They have good training to support children with disabilities and special educational needs. ○ Havering College offers Supported Internships, and there are Post 16 and Post 19 services supporting young adults to prepare for adulthood. ○ Some special schools, mainstream schools and specialist units give excellent support even with tight budgets. ○ The Education service has skilled teachers who go into schools to support them in working with children with Autism at school.



- Mental Health services are improving in all ages, especially younger children.
- There are new specialist units and schools being opened in Havering, including a new Special school for children with complex Autism and social and emotional mental health needs, due to open by 2021.



Things Havering needs to be better at:

- Havering needs to be better at recording data. We need to measure data more accurately so we can give better support to children, and predict what support they might need in the future.
- We need to be able to diagnosis Autism earlier and provide better support. We have given more funding to support this to happen.
- There needs to be more specialist units for Primary age pupils with Autism. We have 2 new units since the last review, offering places to 24 children.
- In Post 16 education, we need to offer a wider choice to people, with more work experience and learning, leading to paid work.



Autism Self-Assessment 2018

Every 2 years there is a national review of the National Autism Strategy, and how it is offered to people locally. In 2018 we reviewed this with the help of the Autism Partnership Board, the NHS, and the Autism Steering Group (people with Autism supported by the Sycamore Trust UK).



What works well

- The Partnership Board has people with Autism involved, but needs to have an Autistic person as Co-Chair
- Better support for people with learning disabilities after they have been diagnosed
- Some data is kept and used for planning
- Some good low-level support for people who don't get support under the Care Act 2014
- Some good work is being done in hospitals
- Positive local new ideas:
 - Develop Shared Lives for adults leaving care
 - Develop Supported Housing for vulnerable young people and adults. We are working with other boroughs on this.
 - The Havering Autism Hub
 - NELFT funding is linked to Transforming Care Programme to stop people going into hospital when it's not necessary



Things Havering could do better:

- More accurate recording of data
- Public services need to understand about making reasonable adjustment
- Better transition and clearer paths for young people as they grow up
- Better recording of Hate Crime



- Better awareness of Autism and training across the borough
- People need better understanding of how to get a diagnosis, and we need to make sure people get diagnosed more quickly
- Support after diagnosis needs to be better, and people who are not diagnosed need to get better support
- Support for carer's needs and easy to find information
- Everyone in the community should understand about Autism, instead of people thinking only social care and health services should care about it
- More evidence of support for Autistic people to get jobs is needed
- EHC Plans need to consider jobs as a priority, more consistently
- Families feel like they aren't part of the plan for their young person
- Access to housing and advice about housing

Families have also told us we need to improve:

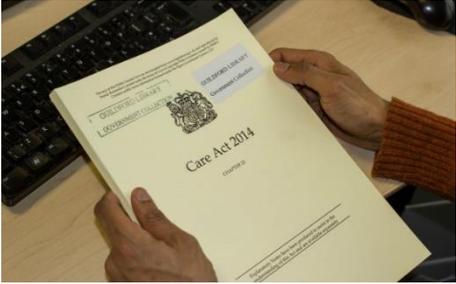
- Community safety, anti-bullying and teaching life-skills to support people to live without being bullied and being controlled by other people
- Transport issues – for safety and to increase life-skills and independence



The problems we have locally are also problems across the country:

- Need for better understanding and help to find local services
- Clearer paths to support
- Better waiting times for diagnosis and support
- Better and more effective recording of data

7. Current Provision and Support

	<p style="text-align: center;">Adults</p> <p>Social care support is given if they are assessed as needing it under the Care Act 2014. It does not matter what condition the person has got, the person can get support if their condition affects their lives in a big way.</p>
	<p>Not all adults with Autism are able to get support through the Care Act, but they do need to know where to go for advice. They also need people giving advice to be aware of Autism and how it affects people.</p>
	<p>People with a learning disability and Autism who can get support under the Care Act have their needs met through the Learning Disability Team.</p>
	<p>Autistic people without a learning disability can get support, if they are able to under the Care Act, from social care through the local teams, mental health team or hospital-based services.</p>
	<p>We invest in 3 local organisations to support people in the community:</p> <p style="text-align: center;"> The Sycamore Trust UK The Carers Hub Peabody Here to Help scheme </p>



The Sycamore Trust UK

We fund £40,000 per year for peer support and £40,000 per year to support people to become more included socially. Funding pays for:

- Autism Ambassadors – Autistic people who go out in the local community and give awareness training to businesses and community groups
- Peer Support – People with Autism are able to give and receive support in well-attended groups, including a Girls Group. An online forum has been set up enabling people to get support wherever they are.
- The Autism Hub is a place Autistic people can go to get information, advice and access to technology and the internet. They can find out about local services and use the sensory room and find a quiet space. It is a base for activities and groups. Families and parents can also get support.



The Carers Hub

This is funded £180,000 per year which is used for different groups such as mental health, dementia, learning disabilities and Autism.



The Carers Hub provides support to carers in many issues like emotional support, advocacy, training and social activities.



Peabody

Peabody provides short-term, free support to people over 16 who need help to grow their independence skills. Peabody gives general advice and information and sometimes ongoing support for 3 or 6 months.



Children and Young People

A range of support is available to children and young people and their families through education, social care and services. Most support is offered to children and young people with disabilities.



Short Breaks allows children and young people to have fun and develop independence skills.

It also lets their parents have a break from caring.
This is funded through the Local Offer. It is for children and young people with Special Educational Needs and disabilities, not just Autism.
Direct payments can be used to pay for the Short Break directly.

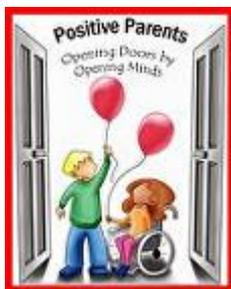


Families of children and young people with special educational needs and disabilities can get the core offer of support. This is for children and young people who have been assessed as not being able to use services and activities that most people use.

The core offer is 100 hours per year. It can be used for the child to attend a club, or holiday activity. Direct Payments can be spent on other support or activities which means there is more choice.



Some families feel they need a higher level of short breaks. They can ask to be assessed to see if they can get this support. This enhanced level of short breaks means they could get overnight stays, extra support in school holidays or personal care support.



Positive Parents

Positive Parents is a parent-led group who runs the parent forum for Havering. People can find out more about the Local Offer by speaking to Positive Parents, who can give information to families. Positive Parents also listens to families concerns and views, and they are part of the planning of services in Havering. This is for all disabilities not just Autism.



RAGS (Romford Autistic Group Support) is also a parent-led group which provides support for families with an Autistic child or are waiting for a diagnosis.



More support for families is available through the Children and Disabilities Team, and 0 – 5 and 5 – 19 teams. These are made up of social workers, psychologists and trained staff who can give specialist support to children with Autism and their families.



There are nursery places for young children who are in the process of diagnosis. There are also specialists in a range of schools. A new school for children with Autism is due to open by 2022.



Local Developments

We are going to review services for children aged 5 – 18. We think this will lead to a better service for families. We will work with the NHS to complete the review as part of their 10 year plan.



The Transforming Care Programme has been looking at how many Autistic people will need housing in the future.



Havering has been building more housing. This includes some Supported Housing for children and adults.

We are doing this so vulnerable children and adults can be housed nearer to their families.



The Supported Housing we will build is:

- A residential unit of 6 beds for children with disabilities (could be used for Short Breaks)
- A Supported Housing Scheme for 6 young adults with disabilities
- Using 2 Council properties to make 2 schemes for 12 young people leaving care
- Creating new accommodation for 12 young people leaving care



The Supported Housing Programme has looked at what housing is needed in the next 5 years for looked after children, care-leavers, and children and adults with disabilities.

This will help us to plan.



Havering is working with LUMOS, a charity set up by J.K.Rowling. It aims to ensure children are with families in communities instead of in institutions.

This includes children with behaviour that challenges and those with Autism or a learning disability.



Even though Havering already supports children with Autism in many schools, we need to have more spaces for children with Autism and Social, Emotional and Mental Health needs.



We have special units in 6 schools but we know this is not enough.

We are planning to develop 3 more Primary units and 1 Secondary by 2020. There is also another Special School opening in 2021.

8. Key Priorities

 A map of Havering, London, showing the borough's outline in a dark teal color against a light beige background. The word 'Havering' is written in the bottom right corner of the map area.	<p>The Autism strategy wants to prioritise certain areas to help improve people's lives. This will be alongside the NHS 10 year plan. We will also be working with the Government to make sure we are doing as well as other parts of England.</p>
 A close-up photograph of a computer keyboard. A prominent blue key with the word 'Access' in white is the central focus. Other keys like the arrow keys and symbols are visible around it.	<p>The priorities are:</p> <ul style="list-style-type: none">○ Planning○ Involvement, information and access○ Health Care○ Employment○ Training and Awareness○ Housing○ Improved Pathways○ Transport, keeping safe and life skills
 A photograph showing a group of people in a meeting. They are gathered around a table with various documents, charts, and a laptop. One person is pointing at a document while others look on attentively.	<p><u>Planning</u></p> <p>Planning services in Havering and looking at data of what we are doing now so we can learn from this.</p> <ul style="list-style-type: none">○ Better recording of Autism in social care○ Using data to plan for the future○ Better planning to understand who will be living in Havering in the future○ Good management to make sure the strategy is put in place

	<ul style="list-style-type: none"> ○ Working well with people in the community ○ Working together with other people on planning and training
	<p><u>Involvement, Information and Access</u></p> <p>Families have told us they need clearer information. They want better information about the Local Offer, diagnosis, and where to get advice, and how to contact the council.</p> <ul style="list-style-type: none"> ○ Make sure people and families are involved in planning for the person, and also for local services. ○ Ensure information about services and support is easier to find, when dealing with health care, education and advice. Make sure Autism friendly events and facilities are easy to find out about. ○ Use social media to let people know what is happening. ○ Encourage all local services to think about how they can be more Autism friendly.
	<p><u>Health Care</u></p> <p>Local people have told us they wait a long time for a diagnosis or they don't know how to get a diagnosis. Some people say they did not get enough support after being diagnosed. There is good work happening but some things need to be better.</p> <ul style="list-style-type: none"> ○ Clearer information on how to begin a diagnosis. ○ Good support while being diagnosed, and after a diagnosis. ○ Easier to find information which is clear. ○ Better waiting times. ○ Easier to find health care.



Employment

Many Autistic people have told us they are finding it hard to find a job. Families have told us about the problems their children face when trying to get employers to employ them, and how hard it is to find good support to find a job.

- Better support and advice to help young adults find a job.
- Education, Health and Care Plans to have Employment included in them.
- Havering Works will be good at sharing information and advice and contacting employers in Havering.
- More Supported Internship places at Havering College, Corbets Tey @ the Avelon and Routes for Life.



Staff Training and Awareness

We have learned that some people know about Autism in Havering, while lots of people do not. It would be easier for people to live their lives if more people had Autism Awareness training.

- Make sure staff are given Autism Awareness training
- Working to ensure that good Autism training is given to social care staff and Havering Council members.



Housing and Accommodation

Most children and young people live with families. If they live somewhere else because of their Special Education needs or their social care needs, it is important that the people looking after them have good training so they can support them well.

Some vulnerable people need more specialist housing with support. Other people need support to apply for housing.

	<ul style="list-style-type: none"> ○ Make sure staff in housing agencies have Autism awareness training. ○ Good Supported Housing ○ Ensure staff in specialist housing have the correct training and can use the correct techniques.
 	<p style="text-align: center;"><u>Improved Pathways</u></p> <p>Preparing for Adulthood is important, to make sure young adults are ready for new ways of education and training. There may be new social care services to get used to. Having needs to make sure that people have clear information about moving into adulthood, college and / or social care.</p> <p>We understand that some young people may have had social care support when they were a child but they may not be able to get this support after they are 18.</p> <p>This can come as a shock for some families who don't know where to get support with this.</p> <p>We need to make sure people know who they can talk to and where to get support and advice.</p> <ul style="list-style-type: none"> ○ Clear information for young people and families as they move into adulthood when they can get support from social care. ○ Clear information and advice about where to get support for young people who cannot get support from social care. ○ Good information for young people as they leave school and need to learn about post 16 education and college. ○ Good preparation for Adulthood.



Transport and Keeping Safe

Being able to travel independently is an important life skill. It helps people to be independent and go out in the local area. It helps them to make friends and keep them.

Young adults need to learn about bus times, what train or bus to get, but they also need to learn about how to stay safe, how to be confident and what to do if someone bullies them or tries to take advantage of them.

- Ask the Metropolitan Police and Community safety staff to join the Learning Disability Partnership Board.
- Give Autism awareness training to bus drivers, train drivers, mini cab firms and others.
- Look at the work of Routes for Life.
- Good travel training.

9. Key Questions for Consultation

These are the questions we need to ask:

	<ul style="list-style-type: none">○ Has the Strategy found all the important issues? Do we need to add or remove anything?
	<ul style="list-style-type: none">○ Are the actions set out in the action plan the right ones? If not what needs to be changed?
	<ul style="list-style-type: none">○ Are there any other important matters we need to include? What are they?
	<ul style="list-style-type: none">○ Do you think having an All Age Strategy will help us carry out what we want to achieve? What else could we have done?
	<ul style="list-style-type: none">○ Should the Strategy be used for all people with Autism, and those with learning disabilities? If not what can we do?



- Do you think the Partnership Board can make sure the Autism Strategy is put in place?



- Is there anything else you want us to know about?