

APPENDIX 2

BURY ADULT AUTISM STRATEGY – ACTION PLAN 2013-14

1. Increasing awareness and understanding of autism among frontline professionals							
Strategic Objective	Action	Desired Outcome	By when	Responsible officers	Strategic Lead	RAG	Evidence/ comments
1.1 increased awareness and understanding of autism amongst health and social care staff	Basic online awareness training for all staff. This will be mandatory for ACS staff and we will work with partners in other departments to encourage them to make it mandatory for all staff. Awareness training offered to frontline health care staff.	Autism awareness training available to everyone working in the local authority and NHS Bury. This will ensure that employees have an understanding of the needs of people with autism.	May 2013	Workforce Development Officer (M Peluch) Strategic Policy and Planning Officer (J Waite) Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Head of Commissioning and Strategy (T Minshull) Health Lead for Autism (Dr J Schryer)	A	
	Mid-level training to be developed for those most likely to have contact with adults with autism such as social workers. To develop training package in conjunction with Greater Manchester Autism Consortium and identify local experts to deliver training.	Those working with people with autism and their carers have a greater knowledge and understanding of their needs. We are able to offer a rolling programme of in house training on autistic spectrum disorder	August 2013	Workforce Development Officer (M Peluch) Strategic Policy and Planning Officer (J Waite)	Head of Commissioning and Strategy (T Minshull)	A	

	Investigate ways of involving adults with autism and their carers in delivering and developing training packages.						
	Include autism awareness in other training programmes. Content of other training programmes reviewed	People are more aware of autism	Dec 2013	Workforce Development Officer (M Peluch)	Head of Commissioning and Strategy (T Minshull)	R	
1.2 Specialist training	Provide specialist training for those in key roles that have a direct impact on access to services for adults with autism eg assessment and care management staff, frontline clinicians This will be done by commissioning specialist training to deliver detailed training for staff who will undertake assessments and/or work closely with adults with autism and/or their carers.	Specialist staff are more "autism aware" and more able to effectively communicate with people with autism and thus undertake more meaningful assessments.	April 2013	Workforce Development Officer (M Peluch) Strategic Policy and Planning Officer (J Waite)	Head of Commissioning and Strategy (T Minshull)	A	
	Work with partners to improve the quality of their autism training Cross sector collaboration and joint working to share expertise and knowledge Raise awareness across all partners including job centre, youth offending and criminal justice system, employers, employment support agencies, leisure	All partners are more "autism aware" and therefore able to offer a more appropriate service to people with autism and their carers	April 2014	Workforce Development Officer (M Peluch) Strategic Policy and Planning Officer (J Waite)	Head of Commissioning and Strategy (T Minshull)	R	

<p>1.3 Autism training within health settings</p>	<p>Explore possibilities to deliver training in primary and secondary care settings</p> <p>Awareness raising on communication, behaviour and reasonable adjustments</p> <p>Better information available on health needs</p> <p>In depth training for front line clinicians</p>	<p>People with autism and their carers have a better experience when accessing health services.</p>	<p>April 2014</p>	<p>Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)</p>	<p>Health Lead for Autism (Dr J Schryer)</p>	<p>R</p>	
<p>1.4 Preventing negative perceptions by customers and carers and the public</p>	<p>Marketing of current services so people with autism know what is on offer</p> <p>Ensure information is available and accessible</p> <p>Produce case studies and information on autism to be released in newsletters and council marketing information</p>	<p>People with autism and their carers have a greater knowledge and understanding of what services are available</p>	<p>April 2014</p>	<p>Strategic Policy and Planning Officer (J Waite)</p> <p>Customer Services Manager (R Heywood)</p>	<p>Head of Commissioning and Strategy (T Minshull)</p>	<p>R</p>	

2. Developing a clear, consistent pathway for diagnosis followed by the offer of a personalised needs assessment

Strategic objective	Action	Desired Outcome	By when?	Responsible officer?	Strategic lead	RAG	Evidence
2.1 Develop a clear and trusted diagnostic pathway leading to a person centred assessment of need where appropriate	Bury PCT/CCG identify a new local pathway for the assessment and diagnosis of adults with autism and their carers. This will include the development of post diagnosis support, sibling screening and re-assessments.	Local diagnostic pathway in place	April 2013	Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Health Lead for Autism (Dr J Schryer)	R	
	Self Directed Support assessment offered to adults diagnosed with autism who may have an eligible social care need Carers personal budgets offered to carers	Systems in place to ensure a diagnosis flags up the need for a community care/SDS assessment where appropriate	TBC	TBC	Assistant Director Commissioning and Procurement (J Gonda)	R	
	Development of post diagnosis support. Examine the possibility of developing a joint post-diagnosis information pack	Appropriate and timely information offered to customers with a signposting service in place	TBC	Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Health Lead for Autism (Dr J Schryer)	R	

3. Improving access to the services and support which adults with autism need to live independently within the community

Strategic objective	Action	Desired Outcome	By when?	Responsible officer?	Strategic lead?	RAG	Evidence
3.1 Adults with autism achieve better social outcomes	<p>Work with partners to develop more opportunities to access social activity</p> <p>Work with partners to development support networks to enable adults with autism to access mainstream activity</p> <p>Ensure there are opportunities for adults with autism with an assessed need to access a personal budget</p> <p>Explore possibilities with partners such as Youth Opportunities to enable adults with autism maintain the friendships they made in childhood</p> <p>Work with existing social groups and partners to develop a varied offer to meet demand</p>	Adults with autism are able to access a range of social activity in a way that is satisfactory to them.	April 2014	Strategic Policy and Planning Officer (J Waite)	Head of Commissioning and Strategy (T Minshull)	A	
3.2 Robust systems and protocols in place to ensure a smooth transition into adulthood	<p>Work with partners to ensure we provide timely and appropriate information</p> <p>Early information provided about assessments and self directed support</p> <p>To better understand the opportunities for further</p>	People with autism and their carers are aware of their options in Adult Services and are able to make decisions early	TBC	Childrens Services Lead Officer	Childrens Services Lead Officer		

	<p>education and employment opportunities</p> <p>To ensure that parents and carers included in discussions and decision making</p> <p>To ensure better communication between partners, people with autism and their carers to ensure smooth transition into adulthood</p>						
3.3 Adults with autism are living in accommodation that meets their needs	<p>To research the different housing options available working with partners and the local authority</p> <p>To consult with people with autism and their carers to understand what accommodation and support adults with autism need to enable them to live independently</p> <p>Parents and carers included in discussions and decision making</p> <p>Information gathered to be shared with the wider strategy for vulnerable adults for consideration in future housing decisions.</p>	The development of appropriate housing choices and support and to understand what adults with autism require in the future.	April 2014	Strategic Policy and Planning Officer (J Waite)	Head of Commissioning and Strategy (T Minshull)	A	
3.4 Improving the quality and accessibility of information	To ensure that information is easy to access, timely and appropriate	Appropriate and timely information is given to adults with autism and their carers	TBC	TBC	TBC		

<p>3.5 Investigate how adults with autism fit into the Fair Access to Care Criteria</p>	<p>To review what we offer to those not meeting the FACS criteria in relation to autism</p> <p>Offer of a personal budget for those eligible for services</p> <p>To develop signposting and brokerage systems</p> <p>A "basic offer" for all adults with autism whether or not they are eligible under FACS criteria – to be developed with the Greater Manchester Autism Consortium</p>	<p>Better support for people with autism in Bury and their carers whether or not they are eligible for services.</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>		
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4. Helping adults with autism into work							
Strategic objective	Action	Desired Outcome	By when	Responsible officer?	Strategic lead?	RAG	Evidence
4.1 Adults with autism are included and economically active	<p>Work with partners to enhance opportunities for employment or voluntary placement for adults with autism</p> <p>Work with partners to raise awareness and develop support networks</p> <p>Work with partners to provide more information on support available</p>	People who wish to seek employment are supported to gain, maintain and cope with work.	April 2014	<p>Strategic Policy and Planning Officer (J Waite)</p> <p>Manager Bury EST (M Spurr)</p> <p>Job Centre +</p>	Head of Commissioning and Strategy (T Minshull)	A	

5. Enabling local partners to plan and develop services for adults with autism to meet identified needs and priorities							
Strategic objective	Action	Desired Outcome	By when?	Responsible Officer?	Strategic lead?	RAG	Evidence
5.1 Allocated responsibility for leading the commissioning of services for adults with autism at a local level where required	Lead commissioner for autism identified within Adult Care Services and a Lead for diagnosis within health	Needs of adults with autism "championed" at a local level	Oct 2012	Strategic Policy and Planning Officer (J Waite) Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Head of Commissioning and Strategy (T Minshull) Health Lead for Autism (Dr J Schryer)	G	Leads in place.
5.2 implementation of a local commissioning plan	Development of a commissioning plan Upskilling and developing existing services so they are fit for purpose	Adults with autism can depend on mainstream public services to treat them fairly as individuals and enable them to make choices about the services and support they receive	April 2014	Strategic Policy and Planning Officer (J Waite) Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Head of Commissioning and Strategy (T Minshull) Health Lead for Autism (Dr J Schryer)	A	
5.3 Develop effective data collection processes to enable us to better understand the market.	Develop better data collection systems	Robust data and data collection systems to enable effective future planning and commissioning	April 2014	Principal Officer Performance (C Hammersley) JSNA Group Health Development Service Redesign Lead – Learning Disabilities and Mental Health (C Brennan)	Head of Commissioning and Strategy (T Minshull) Health Lead for Autism (Dr J Schryer)	A	