

Havering Autism Strategy 2017 - 2022

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Steering Group design cover**

Havering Autism Strategy 2017 – 2022

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Executive Summary

Autism is a lifelong developmental disability that affects how a person communicates with, and relates to, other people. The severity and presentation of difficulties can vary significantly.

This strategy meets the requirements of the Autism Act 2009 and associated statutory guidance. It sets out five key objectives:

- Increasing awareness and understanding of autism.
- Developing a clear and consistent pathway for diagnosis.
- Improving access for adults with autism to the services and support they need to live independently within the community.
- Enabling local partners to develop relevant services for adults with autism to meet identified needs and priorities.
- Helping adults with autism into work.

It focuses on adults with High Functioning Autism (HFA) who have average or above average intelligence (IQ of 70 or above). This includes those with Asperger's Syndrome. This is because there are already services in Havering for people who have autism and a learning disability. Whereas it is often assumed that those with HFA do not require services. In fact in reality their autism can be just as severe and disabling. With the exception of the small number with high needs, the majority of people with HFA are not eligible for mental health or learning disability services under the current interpretation of Social Care criteria.

The majority will require low level preventive support at varying stages in

their lives to maximise their independence and prevent mental health problems and the breakdown of existing family or carer support. The key needs of this group are around communication and social skills as well as practical help with daily tasks such as cooking, budgeting and navigating access to services. Without this support some are likely to end up requiring high cost intensive services in the future.

About 50% of those with autism are considered to have HFA, with the remainder having varying degrees of learning disability.

This strategy is for adults but every attempt will be made to work in partnership with children's services to learn from the work they have already done and to smooth the path of people in transition from children's to adult's services.

The strategy has been informed by local and national research and best practice, and is built upon an analysis of current and future need. The development was led by the Havering Autism Partnership Board. Local stakeholders, including users and carers have informed the development of the strategy. It sets out how Havering Council, Health and a range of partners across the whole community will develop and improve services over the next 5 years within the context of severe financial constraints.

This document is an evolving document and should be kept under review by successor administrations within the Council and should continue to look beyond 5 years and longer terms goals should also be considered.

Section 1

Vision – what do we want to achieve?

“We believe that adults with ASC living in the London Borough of Havering should be able to live fulfilling and rewarding lives within a society that accepts and understands them. They should have access to a diagnosis; access support; depend on mainstream public services to treat them fairly; contribute to society through improved employment opportunities; and be supported to choose when and how they live”

Havering want to achieve this vision by;

- Supporting adults with autism to be independent, to have choice and control so they can live fulfilling lives as fully participating members of the wider community, including the right to voice their opinions and experiences and to ensure that services meet their individual needs
- Supporting carers and family members of people with autism
- Providing the best possible services, based on currently available evidence, at the earliest possible time in life, within the resources available, giving excellent value for public money.

The Havering Autism Strategy focuses on laying the foundation for the changes needed in local services by:

- Raising awareness of autism in Havering particularly across public and mainstream services
- Working with commissioners and providers of mainstream health and social care services to make their services more accessible for people with autism

- Maximising opportunities to ensure people with autism are socially included and safe
- Developing an effective diagnosis pathway to provide both pre and post diagnosis support
- Working in partnership with housing colleagues to help people with autism to access the right housing
- Supporting peoples’ plans and aspirations
- Working closely with employment organisations to support adults with autism to gain and keep work
- Working in partnership with education partners to help people with autism to access education and training.

The longer term ambition is high for Havering with our sights set on us being an Autism Friendly borough. However, we are realistic with the work we need to do and the current constraints. Therefore, we have set out an action plan within this strategy which has ambition but also is tempered to ensure we have a programme which progresses.

Strategic objectives – what we want to do

Strategic objectives were developed from what people of Havering have told us through consultation and feedback from people with autism, their families and carers as well as professionals. To further inform the strategy, Havering Council and its partners have also drawn on the national strategy, statutory guidance and evidence from good practice and effective approaches of supporting people with autism. The objectives are not ranked in any particular order as each of them is as important as the other. This strategy proposes the following strategic objectives for 2017 – 2020:

Training & awareness - Staff within the Council will be aware of autism and capable of interacting appropriately with individuals with autism;

Everyday life - Local support services with the right skills will enable adults with autism to live fulfilling lives, with a particular focus on supporting participation in inclusive and meaningful activities including employment. There will be wider recognition of autism within the local community and organisations and there will be clear information about the services available;

Diagnosis and signposting - Havering will have a clear care pathway in accordance with NICE guidelines allowing adults with autism to access the services and support that they need. Individuals with autism will be fully aware of the support they are able to get within Havering;

Good Transition - Individuals within Havering who have an ASC will have a positive and seamless transition from childhood to adulthood;

Accommodation - Individuals with ASD will have fair and equal access to accommodation, as do others within Havering.

Employment – Local people with autism have an expectation to have the right to gain work and employment. Professionals will support individual ambitions and local employers within Havering will recognise the benefits of employing individuals with autism;

Evidence led planning, commissioning and service provision - Local Authorities and NHS bodies with commissioning responsibility should jointly develop and update local joint commissioning plans for services for adults with autism based on effective joint strategic needs assessment, and review them annually,

Section 2

Introduction

Many people with autism and their families are socially and economically excluded, and services are currently unable to meet their range of needs.

This Autism Strategy for Havering Council and Havering CCG sets out a local response and explores the development of local services to ensure improved outcomes and quality of life for adults with autism, their families and carers¹.

Local Demographics

Havering is the third largest London borough, covering some 43 square miles. It is located on the northeast boundary of Greater London. To the north and east the Borough is bordered by the Essex countryside, to the south by a three mile River Thames frontage, and to the west by the neighbouring boroughs of Redbridge and Barking & Dagenham.

The estimated population of the London Borough of Havering is 249,085². It has the oldest population in London with a median age of approximately 40 years old. The Borough experienced a net population loss of 6.3% from 1983 to 2002 but the population has increased year on year from 2002, with a 10.7% increase from 2002 to 2015. The total Havering population is forecast to rise from around 250,500 in 2016 to 263,900 by 2021.

¹ The term 'autism' is used in this document to mean all people with an autistic spectrum condition. A specific area on the spectrum will be referred to if relevant. The term 'behaviour that challenges' is also used as a definition of children or adults who can display a range of behaviours that sometimes challenge families, professionals and themselves. The descriptions of 'autistic people' and 'people with autism' will be used in this document, in reflection of different preferences of self-identification.

² This is Havering; A Demographic and Socio-Economic Profile March 2017.

Havering is one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British, higher than both London and England. About 90% of the borough population were born in the United Kingdom.

It is projected that the Black African population will increase from 3.8% in 2015 to 5.2% of the Havering population in 2030. About 18% of working age people living in Havering disclosed that they have a disability or long term illness.

Development aims in brief

Havering has both short and long term goals. Implementation of actions will be planned and monitored by the Autism Partnership Board (APB), setting out targets from 2017 for the next five years. Developments will be evaluated by the APB each quarter, and detailed in a progress report at the end of every calendar year. This progress report will be published, and made available to the public.

Building on foundations

There is a range of good practice across Havering, offering some robust and innovative services to local people with autism. Utilising learning and knowledge from these services, and exploring other initiatives taking place nationwide, will allow the area to grow and develop from an informed base. Determined actions will enable steps to be taken to ensure that existing good practice flourishes, and that all services can have the quality and variety required and expected by local people. A complete list of actions can be found on pages 15-20 of this document.

Havering Adults Partnership Board will implement and monitor the autism strategy.

Aim

The strategy aims to provide co-ordination for the excellent work that is already in place in Havering, and maximise the opportunities for joint working between member organisations of the Adult Autism Partnership Board. It is based on priorities outlined in national policy and statutory guidance and local needs. By working together, we hope that the implementation of this strategy will help make Havering a better place for everyone and enable those affected by autism to live healthier, safer and more fulfilling lives.

The Autism Act (2009) and national autism strategy sets out a vision that all adults with autism will be able to live fulfilling and rewarding lives within a society that understands and accepts them.³ This strategy is set within the context of severe resource constraints, and no additional central government funding. This has inevitably resulted in modest developments and a focus on what can be done within existing resources.

Scope of the strategy

The strategy focuses on adults (over 18) in Havering who have Autism and who do not have a learning disability. The rationale for the scope of the strategy is that people with an Autistic Spectrum Condition who also have a learning disability are assessed for social care services through the learning disability service. A key issue that needs to be addressed is that young people with autism (some of whom have been supported in childhood) are finding themselves without any support when they

reach 18 years unless they have another disability. This is either due to not being eligible for services based on the interpretation of eligibility criteria; or it is

due to difficulty accessing services that they are eligible for but which do not adequately cater for the needs of people on the higher functioning end of the autistic spectrum.

Strategy development process

The strategy has been informed by local and national research and best practice, and is built upon an analysis of current and future need. Havering Council and the Havering Clinical Commissioning Group (CCG) have been talking to people about autism. This has included people with autism and their families/ carers; professionals who diagnose and/ or support people with autism; and organisations that support people with autism and their families/ carers.

We have been asking what improvements or changes need to be made to improve the services and support people with autism access to ensure they lead fulfilling and active lives and achieve their full potential.

We have listened to what people have told us and looked at national best practice to develop this draft strategy. We now need you to tell us if the strategy has properly captured all of the issues in Havering and is suggesting the right actions that need to be taken.

This draft strategy will go through a period of consultation with local people with autism, parent carers and professionals, before the strategy is agreed by the Partnership Board and signed off.

The final version of the Havering Autism Strategy will provide overarching guidance around the planning and provision of services for people with autism during child and adulthood. There will be two updates to the Strategy each year between 2017 – 2022. These updates will also be consulted upon and any changes made co-produced. The Havering Autism Partnership Board will own and oversee the progress of the strategy and action

³ Fulfilling and rewarding lives: the strategy for adults with autism in England DH 2010

plan and will review the progress through the board.

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Section 3

What is Autism?

Autism is known as a spectrum condition, both because of the range of difficulties that affect adults with autism, and the way that these present in different people.

Autism occurs early in a person's development, it is neither a learning disability nor a mental health problem although mental health problems are more common among people with autism and it is estimated that one in three of adults with a learning disability also have autism.

Autism is a relatively 'modern' diagnosis; the term 'autism' only came into common clinical use in the 1960s and whilst most diagnosis now occurs in childhood many adults remain undiagnosed. Getting a diagnosis can be a crucial milestone for people with autism; many have felt different and unable to "fit in" for all of their lives.

Autism is a disorder which affects how a person makes sense of the world, processes information and relates to other people. It is known as a spectrum disorder or spectrum condition because the difficulties it causes can range from mild to severe, and these affect people both to different degrees and in different ways. Nonetheless, all people with autism share three areas of difficulty; often referred to as "the triad of impairments", (Wing and Gould, 19791):

- Social communication - difficulty using and understanding verbal and non-verbal communication, such as gestures, facial expressions and tone of voice
- Social interaction - problems in recognising and understanding other people's feelings and managing their own; and
- Social imagination - problems in understanding and predicting other people's intentions and behaviour

and imagining situations beyond their own experiences.

People with autism may experience over or under-sensitivity to sounds, touch, tastes, smells, light or colours. Many people with autism may also have other conditions such as attention deficit hyperactivity disorder, a learning disability or dyspraxia.

As a result of interaction between the three main areas of difficulty, sensory issues and the environment, people with autism may experience:

- increased anxiety levels
- a need for routines, sometimes having a compulsive nature
- difficulties in transitioning to a new activity
- difficulties generalising skills learnt in one situation to another
- focussed and/or committed interests
- the ability to be highly focussed when on a specific task
- difficulties with self-awareness, understanding and expressing their own needs

Autism affects people in different ways; some can live independently without any additional support, while others require a lifetime of specialist care. The needs of adults with autism thus vary widely. A significant proportion of adults with autism across the whole autistic spectrum experience social and economic exclusion. Improving access to local support and services is important to develop the skills and independence of adults with autism in Havering.

Their condition can be overlooked or missed by healthcare, education, and social care professionals, which create barriers to accessing the support and services they need to live independently. In addition, people with autism are more likely to have coexisting mental and physical disorders, and other developmental disorders. Some may have contact with the criminal justice system, as

either victims of crime or offenders, and it is important that their needs are recognised.

Autism is a lifelong condition and people may need support and to use services at any time in their life.

Those with an ASC who have associated learning disabilities or additional mental ill-health will usually be eligible for formal Social Care support.

The focus in this strategy is on those with 'high functioning Autism' or Asperger syndrome; although the content of this document will be relevant to all people with Autism.

Asperger Syndrome (AS) or High Functioning Autism⁴ (HFA) is a condition within the autism spectrum and is the term commonly used to describe people with autism who have no additional learning disability. It is often difficult to tell if someone has the condition as their level of intellectual ability can often disguise the level of their disability. People with AS/HFA are potentially amongst the most vulnerable and socially excluded in society and are likely to experience difficulties with obtaining and sustaining employment, completing further education, living independently, forming relationships, securing and keeping accommodation or making friends. They are also more vulnerable to exploitation due to their lack of social insight and mental health problems, particularly anxiety, depression and higher suicide rates.

⁴ HFA – Higher Functioning Autism will be used to describe people with an IQ of 70 or above. This will include those with Asperger's Syndrome (AS) although in the literature this is sometimes a separate category.

Section 4

National & Local Guidance

The Havering Autism Strategy will be influenced by national and local policy and research, with particular reference to the following:

National Autism Strategy

Autism services for adults are shaped by the National Autism Strategy for Adults, Fulfilling and Rewarding Lives. This has five main areas for development:

- Increasing awareness and understanding of autism
- Developing pathways for diagnosis and personalised needs assessment
- Improving access to support services in the local community
- Helping people with autism into work
- Enabling local partners to plan and develop appropriate services

Most recently, the Government has published Think Autism; which updated the original strategy and issued statutory guidance on it in March 2015. This updated strategy confirmed that all of the recommendations and duties from the 2010 strategy still applied to local authorities and NHS bodies and implemented 3 new initiatives:

1. Autism Aware Communities - Think Autism community awareness projects to be established in local communities with pledges/awards for local organisations to work towards;
2. The establishment of an Autism Innovation Fund which will provide funding to promote innovative local services and projects, particularly for lower-level preventative support;

3. Better data collection and more joined up advice and information services - including social care staff recording someone's condition as autism, and a commitment to make it easier for people with ASC to find information online about how their local authorities are performing.

The guidance also stated that local authorities and the NHS:

- should provide autism awareness training for all staff;
- must provide specialist autism training for key staff, such as GPs and community care assessors;
- cannot refuse a community care assessment for adults with autism based solely on IQ;
- must appoint an autism lead in their area;
- have to develop a clear pathway to diagnosis and assessment for adults with autism; and
- need to commission services based on adequate population data.

Statutory Guidance

The statutory guidance has been published to ensure the implementation of the adult autism strategy. It tells local authorities, NHS bodies and NHS Foundation Trusts what actions should be taken to meet the needs of people with autism living in their area. Latest guidance was published in March 2015, which replaced the previous guidance from 2010.

It clearly states that local authorities and the NHS:

- Should provide autism awareness training for all staff
- Must provide specialist autism training for key staff, such as GPs and community care assessors

- Cannot refuse a community care assessment for adults with autism based solely on IQ
- Must appoint an autism lead in their area
- Have to develop a clear pathway to diagnosis and assessment for adults with autism
- Need to commission services based on adequate population data.
- As the guidance is statutory, local councils and local health bodies have a legal duty to implement it.

Local Context

Havering's Joint Commissioning Strategy 2017 – 2020 is fundamentally about Prevention, managing demand for services by improving the well-being of people in the community. Within the document, three high level strategic goals which Havering commissioning will be working to deliver are set out:

- Prevention - to maximise independence or maintain it for as long as possible
- Increasing the scope and scale of personalisation
- Delivering Integrated services and working in partnerships to achieve improved outcomes

The current development of the Voluntary and Community Sector Strategic Commissioning Framework offers a good opportunity to address some of the needs of those with HFA within generic services particularly around Information, Advice and Guidance; Advocacy and Support; Prevention Services

The draft Joint Havering Carers Strategy 2016-19 specific targeted work to review support available to families where carers may be elderly and frail and caring for adults with learning disabilities and autism, and where they may need support for planning for the future, for when the carer reaches the end of their life and the support for the adult with learning disabilities and/or autism thereafter.

Section 5

Current and Future Demand

This section summarises the needs analysis and outlines the methodology that has been used in Havering and summarises the findings. Research and information about prevalence rates is used to make population projections currently and going forward. Information about how many people with autism are currently known to services in Havering is also described.

Population Projections and Prevalence Rates

What methodology have we used in Havering?

There is no single reliable source of prevalence figures for the numbers of people with autism in Havering. According to national prevalence data⁵, people with autism make up at least 1.1% of the population and have significant, identified needs. At present, the total number of all people with autism in Havering is estimated to be 2,740.

The lack of comprehensive information on the numbers and needs of adults with autism leads to their exclusion from planning and commissioning processes. While the number of adults age 18-64 is currently approximated as 1,450, there is no data on people age 65 and over. Data from social care indicates there are currently 242 people with autism and a learning disability and 24 people with autism without a learning disability known to be receiving services. It is not known how many people with autism may receive support through housing, employment, health and other agencies. This points to a significant local adult population who do not receive statutory support. In addition,

⁵ Brugha, T et al. (2012). Estimating the prevalence of autistic spectrum conditions in adults: extending the 2007 Adult Psychiatry Morbidity Survey. Leeds: NHS Information Centre for Health and Social Care

by 2030, the population of autistic adults in Havering is expected to rise by 16%.

With current identified numbers, as well as an expected growth in population, it is vital that comprehensive quality data is collected to ensure services can accurately expand to required demands.

The Institute of Public Care POPPI and PANSI demographic tools estimate the current and future population of those with Autism in Havering as follows:

People aged 18+ in Havering predicted to have autistic spectrum disorders, projected to 2030

	2015	2020	2025	2030
People aged 18-24	204	192	194	223
People aged 25-34	316	340	338	326
People aged 35-44	300	317	351	373
People aged 45-54	341	330	326	349
People aged 55-64	283	315	331	326
People aged 65-74	223	237	248	279
People aged 75	186	206	246	273
Total population aged 18+	1,853	1,937	2,034	2,149

Children & Young people

From our projections we can see that the numbers of children and young people with communication and interaction needs will continue to rise, although not as sharply as the past three years. However, we are expecting a 10% increase in the next three years and in the following three years a further 8%⁶.

Summary of prevalence estimates

Gathering data on the numbers and needs of people with autism at a local level is challenging as historically services have not collected comprehensive data about this population. Health and adult social care services are likely to know only a small number of all local people with autism because many people are undiagnosed and not all people with

⁶ Havering High Needs Review Draft 2017

autism will come into contact with health and social care services.

The latest prevalence studies of autism indicate that 1.1% of the population in the UK may have autism.

When applied to London Borough of Havering's current estimated population (214,000) this equates to just over 2,300 people (adults and children) in Havering.

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Section 6

Action plan

This Havering Adult Autism Action plan is a joint response to the national guidance set out initially in the key themes within Fulfilling and Rewarding Lives (2010) but with a conscious effort to align with the refreshed new challenges and priorities set out in Think Autism Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update (2014). This is the nub of the strategy and describes what we intend to do to improve services over the next five years for people with autism and their carers.

Our response has been developed from the agreed local objectives through the partnership board derived by agencies, people with autism and carers in Havering to develop services and supports which can meet the needs of people with autism. Prioritisation of work within the action plan will be overseen by the partnership board.

Implementation and Monitoring Arrangements

This is the strategy of the Havering Adult Autism Partnership Board and is thus a multi-agency strategy to which all member agencies have contributed.

The Adult Autism Partnership Board will be responsible for ensuring that the priorities identified in the Strategy are implemented through an Action Plan.

The Havering Adult Autism Partnership Board was established to bring together key organisations and representatives of people with autism and their carers. The terms of reference for the Board set-out appropriate governance arrangements to take this strategy forward. Since the Adult Autism Partnership Board spans adult health and social care services it will report to the Joint Commissioning Board for Havering Council and Havering Clinical Commissioning Group and then to the Health and Wellbeing Board.

The Havering Adult Autism Partnership Board will meet every three months. Sub-groups will be formed as required to work on specific work areas in-line with the strategy and action plan. They will report to the full Partnership Board as necessary.

Havering Autism Partnership Board will monitor outcomes using the following quality indicators, which are aligned to the Autism Self-Assessment Framework:

- Adults with autism achieve better health outcomes.
- Adults with autism are included and economically active.
- Adults with autism are living in accommodation that meets their needs.
- Adults with autism are benefiting from the personalisation agenda in health and social care, and can access personal budgets.
- Adults with autism are no longer managed inappropriately in the criminal justice system.
- Adults with autism, their families and carers are satisfied with local services.
- Adults with autism are involved in service planning.

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Havering Autism Strategy Action Plan 2017 - 2022

Training & awareness				
Outcomes	Proposed actions	Who can do this	Timeline	Status Update
Front-line staff have access to training which enables them to recognise autism and make reasonable adjustments and adapt the support they give to adults with autism, particularly if they have additional needs such as a mental health problem, a learning disability or challenging behaviours.	Adult Autism Partnership Board to work together to develop a communications plan and strategy to raise wider awareness of autism and promote existing schemes such as the Wiltshire Autism Alert Card.	Havering Adult Autism Partnership Board	2017 - 2022	
Havering's Community Safety Partnership recognises autism as a priority and there are established relationships between the Adult Autism Partnership Board and the Havering Community Safety Partnership which support the Autism Strategy.	Establish relationships with the Havering Community Safety Partnerships in order to bring agencies together to develop plans to support the Autism Strategy.	Havering Adult Autism Partnership Board	2017 - 2022	
Those working in the criminal justice system who come into contact with adults with autism are aware of autism and know how to recognise it.	Ensure appropriate representation from the criminal justice system on the Havering Adult Autism Partnership Board.	Havering Adult Autism Partnership Board	2017 - 2022	
Those working in the criminal justice system make reasonable adjustments for autism and when appropriate refer people with autism to health and care support to divert them from offending, where appropriate, and prevent re-offending	Consider training needs of local police and criminal justice agencies as part of wider training needs assessment and consider undertaking some joint training with police forces and criminal justice services working with people with autism.	Havering Adult Autism Partnership Board	2017 - 2022	
Everyday life				
Outcomes	Proposed actions	Who can do this	Timeline	Status Update
People and organisations in Havering have opportunities to raise their awareness and acceptance of autism.	Undertake a training needs assessment to identify training needs for those who would benefit from	Havering Adult Autism Partnership Board	2017 - 2022	

	general autism awareness training and more specialist training.			
Autism awareness is included in equality and diversity training of all health and social care services in Havering.	Map and review autism training currently available in Havering with a view to promoting a multi-agency programme of training led by the Adult Autism Partnership Board.	Havering Adult Autism Partnership Board	2017 - 2022	
GPs, as the gatekeepers to diagnostic services, have adequate training and information available so that they have a good understanding of the whole autistic spectrum and the local diagnostic pathway and how to refer.		Havering Adult Autism Partnership Board	2017 - 2022	
People with autism feel accepted within their local community.		Havering Adult Autism Partnership Board	2017 - 2022	
Diagnosis and signposting				
Outcomes	Proposed actions	Who can do this	Timeline	Status Update
Clear pathways of care are in place in Havering for diagnosis, post-diagnosis and care assessments.	Ensure up-to-date protocols are in place for the provision of relevant information to adults with autism and their family or carers at the point of diagnosis and signposting/referral to other appropriate services including a community care assessment.	Havering Adult Autism Partnership Board	2017 - 2022	
Information about support services in Havering available to people with autism is up-to-date and accessible in a way that is appropriate and identifiable.		Havering Adult Autism Partnership Board	2017 - 2022	
Local preventative support and activities that enable people with autism to be connected with peers and other local community groups are available across	Adult Autism Partnership Board members to work together to map existing voluntary and community information and advice and work with	Havering Adult Autism Partnership Board	2017 - 2022	

Havering.	commissioners across health and social care to scope with service users and carers the way their needs can be addressed to ensure that they continue to have access to information and advice, and peer networks which help them to feel in control of their lives to maintain their independence and wellbeing.			
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Good Transition

Outcomes	Proposed actions	Who can do this	Timeline	Status Update
All young people with autism are supported to think about, prepare, understand and plan what and where they want to be in the future.	Develop a transition pathway for all young people with autism preparing for adulthood including those not receiving children's services or with special educational needs and disability to support good transitions to adulthood.	Havering Adult Autism Partnership Board	2017 - 2022	
Young people with autism approaching transition are offered appropriate assessments through education and adult social care (based on national eligibility criteria) and carers are offered a carer's assessment.	Ensure information about transition is easily accessible on the Havering website	Havering Adult Autism Partnership Board	2017 - 2022	
Sources of information and support are easily accessible to young people with autism who are preparing for adulthood and to everyone including those not eligible for adult social care. This should be part of the Local Offer on the Havering website.		Havering Adult Autism Partnership Board	2017 - 2022	

Accommodation

Outcomes	Proposed actions	Who can do this	Timeline	Status Update
The housing needs of adults with autism in Havering are well understood and	Develop work to assess and understand better the housing needs	Havering Adult Autism Partnership Board	2017 - 2022	

housing strategy and planning is informed by local evidence of need.	of people with autism in Havering.			
All adults with autism in Havering are supported to live as independently as they are able and have choice and control over where they live and with whom	Identify ways of working with Havering housing teams to inform plans for housing that supports people with autism to live independently.	Havering Adult Autism Partnership Board	2017 - 2022	
Those undertaking assessment for young people and adults with autism have the training to support assessment of housing needs and are able to offer appropriate advice and support.	Develop staff training and pathways to support people with autism to access information and support about housing.	Havering Adult Autism Partnership Board	2017 - 2022	
Employment				
Outcomes	Proposed actions	Who can do this	Timeline	Status Update
Transition and the assessment and care planning process for adult needs for care and support considers participation in employment as a key outcome, if appropriate, and looks at the ways that any such needs may be met in a way which could support adults with autism to become 'work ready'.	Work with local employers, colleges and support services to ensure that there are employment opportunities for people with autism in Havering and that appropriate support is available to help people with autism to find and keep a job.	Havering Adult Autism Partnership Board	2017 - 2022	
There is a wide range of employment opportunities for people with autism in Havering and a range of employment services and support in Havering that can be accessed by people with autism. Those for whom paid employment is not appropriate have support to identify alternative opportunities for meaningful occupation.	Adult Autism Partnership Board member agencies to identify ways in which they as employers lead the way in recognising the value of employing people with autism and by actively recruiting and employing more people with autism	Havering Adult Autism Partnership Board	2017 - 2022	
Employers and employment agencies in Havering have an awareness and understanding of autism and are able to make reasonable	Promote access to guidance and training for employers and employment support services about autism and employing people with	Havering Adult Autism Partnership Board	2017 - 2022	

adjustments for people with autism in recruitment processes and employment arrangements.	autism.			
Improved commissioning				
Outcomes	Proposed actions	Who can do this	Timeline	Status Update
There are clear local commissioning plans in place which have been informed by recommendations from the Havering Adult Autism JSNA and local intelligence about need.	<p>Adult Autism Partnership Board to develop and monitor an annual action plan based on the local and national strategy and Havering Adult Autism JSNA led by a named joint commissioner/senior manager who leads commissioning of care and support services for adults with autism in the area, known as the autism lead.</p> <p>Adult Autism Partnership Board members to work together to ensure information sharing protocols are in place and that all necessary information for service planning is available.</p>	Havering Adult Autism Partnership Board	2017 - 2022	
<p>Plans are in place for local services to (as a minimum) gather information locally about:</p> <ul style="list-style-type: none"> • The number of adults known to have autism • The range of need for support to live independently • The age profile of people with autism in the area – to enable local partners to predict how need and numbers will change over time 	Adult Autism Partnership Board members to work together to develop and improve methods of data collection to ensure that the numbers of people with autism in their area of responsibility are appropriately recorded and analysed, and information about need (health, social care, education, employment, housing) is captured.	Havering Adult Autism Partnership Board	2017 - 2022	
Adult Autism Partnership Board has agreed clear governance structures in place and reporting mechanisms through to the Joint Commissioning Group and		Havering Adult Autism Partnership Board	2017 - 2022	

<p>Health and Wellbeing Board to monitor progress against agreed actions and to ensure senior level sign off for responses to the national autism self-assessment exercises and other appropriate developments around the delivery of the local autism strategy.</p>				
<p>The Adult Autism Partnership Board has strong service-user representation and the views and aspirations of adults with autism and their carers are taken into account when decisions are made about service in Havering.</p>		<p>Havering Adult Autism Partnership Board</p>	<p>2017 - 2022</p>	

DRAFT

Havering Autism Partnership Board

Terms of Reference 2017

1. Background

The National Autism Strategy and statutory guidance published in 2010 set out that every local area is expected to have an Autism Partnership Board (APB) in place or a similar mechanism to ensure that all relevant stakeholders, including people with autism and their families and senior commissioners of health and care services help identify local need and plan appropriate services and support.

The need for strong local partnership working with people with autism and their families was reiterated in Think Autism, an update to the strategy for adults with autism in England published in April 2014 and in the updated statutory guidance.

2. Purpose of the Group

The purpose of the Havering Adult Autism Partnership Board is to provide a forum for all stakeholders with an interest in autism in Havering, including people with autism and their families, commissioners and providers of health and care services, and community and voluntary sector organisations to come together to help identify local need and work together to in the planning and delivery of appropriate services and support for people with autism in Havering.

3. Objectives

The objectives of the Havering Adult Autism Partnership Board are to:

- Contribute to the development and endorse an Adult Autism Strategy for Havering in-line with the National Autism Strategy.
- Work with commissioning leads to develop and implement an annual action plan with clear objectives and milestones for delivery in-line with the Adult Autism Strategy for Havering and the National Autism Strategy.
- Support and advise all stakeholders on the implementation of the Adult Autism Strategy for Havering and the National Autism Strategy and regularly review progress towards the annual action plan.
- Promote joint working and service improvement through sharing resources and expertise and local and national examples of good practice.
- Raise awareness and understanding of issues affecting people on the autistic spectrum.
- Encourage new and innovative ways to support all adults in Havering with autism to live fulfilling and rewarding lives within a society that accepts and understands them.

4. Accountability/ Governance

The Havering Adult Autism Partnership Board will span adult health and social care services and will therefore report to the Joint Commissioning Group for Havering Borough Council and Havering Clinical Commissioning Group.

5. Membership

Membership of the Adult Autism Partnership Board will include:

- Local people with autism from across the spectrum (up to 3 members)
- Local people who have experience of caring for someone on the autism spectrum (up to 3 members)
- Elected member with an interest in autism
- Lead Commissioner for adult autism for Havering (LBH/CCG)
- Professional Lead for Autism
- Local GP with interest in autism
- Healthwatch Havering
- Representatives from commissioned service providers including:
 - Autism Diagnostic Service
 - Social Care
- Representatives from the community and voluntary sector
- Representatives from Criminal Justice Service (when required)
- Representatives from employment services e.g. Job Centre Plus (when required)
- Representatives from education

6. Meeting arrangements

The Havering Adult Autism Partnership Board will meet every three months. Additional meetings will be held if necessary. Sub-groups may be formed as required to work on specific projects. They will report to the full Partnership Board as necessary. Subgroup meetings will be held at appropriate intervals.

Meeting Chair to be agreed by the Autism Partnership Board and reviewed annually.

The Havering Adult Autism Strategy and annual implementation plan will form the basis of the agenda for meetings. Standing agenda items will include:

- Welcome, introductions and apologies
- Notes from the last meeting
- Review of progress against implementation plan
- Member agency updates

Additionally, the Adult Autism Partnership Board may invite subject experts to provide updates and presentations on specialist subject areas.

7. Review Arrangements

These terms of reference will be reviewed annually by the Autism Partnership Board.

Approved:

XXXX 2017

Next review:

XXXX 2017