

**Children and Young People  
Overview and Scrutiny Committee**

**4<sup>th</sup> November 2015**

**Warwickshire All Age Autism Strategy (2014-2017)  
and Delivery Plan**

**Recommendations**

That the Children and Young People Overview and Scrutiny Committee:

- 1.) Note the content of this report and agree timescales for future updates on the implementation of the delivery plan and strategy progress;
- 2.) Consider appropriate representation for membership on the Autism Partnership Board; and
- 3.) Consider the updated Scrutiny Action Plan and whether any of the recommendations have been completed.

**1.0 Background**

- 1.1 Over the past year, extensive work has been undertaken to develop our local All Age Autism Strategy which was approved by Cabinet on 8 May 2014 and endorsed by Warwickshire's three CCG (Clinical Commissioning Group) Governing Bodies.
- 1.2 This strategy meets our statutory requirement as outlined in the Autism Act 2009 and the national Adult Autism Strategy, 'Rewarding and Full Filling Lives 2010' which places a legal duty on all local authorities to develop and implement a local autism plan in partnership with health.
- 1.3 It provides a clear and consistent joined up approach to support throughout a person's life. It also highlights the importance of personalised services and support offering individual's more choice and control, with a particular emphasis on a clear plan and support when moving from children's to adult's services.
- 1.4 At the Children and Young People Overview and Scrutiny Committee in April members were given an opportunity to review the Autism strategy. From this review three recommendations were put through to Cabinet.
- 1.5 In May alongside the Autism strategy Cabinet approved the three recommendations. It was requested that updates on the implementation of these recommendations and the intended outcomes outlined in the delivery

plan would be provided at future Overview and Scrutiny meetings to track progress.

- 1.6 Section two provides an update on the three recommendations made by Overview and Scrutiny. **Appendix A** outlines areas of the delivery plan where work has started to take place.

## 2.0 Update on Recommendations

- 2.1 ***Recommendation 1: That an analysis of the unemployed population be undertaken, through the relevant agencies, to identify individuals with undiagnosed ASD.***

From April 2015 CCGs have endorsed the commissioning of an adult diagnostic pathway to be in place across Coventry & Warwickshire. With this in place GPs will have the function to code individuals with a diagnosis on their system which will provide data to evidence the number of people referred and/or diagnosed.

The ability to identify individuals who have undiagnosed ASD will be very challenging however we propose to discuss this with members of the Autism Partnership Board (APB) at meetings to determine how this data can be recorded and captured and what networks and partnerships need to be established. We will also work with Job Centre plus and other local employment centres to track those with autism and how they access employment and the longevity of this. In addition, we will work with agencies to identify those who 'may' be defined as being on the autistic spectrum and again track their progress towards and into employment.

- 2.2 ***Recommendation 2: That key targets and/or measures be identified by the Autism Partnership Board in order to monitor the progress of the Strategy Delivery Plan.***

As outlined in the strategy it is an intention that an Autism Partnership Board be established to oversee the implementation of the delivery plan. In September Coventry City Council confirmed that it was their intention to adopt the strategy and work in partnership to deliver the key strategic objectives. In the week beginning 22nd Sept an advert inviting customers/carers to be a member and/or apply for role of co-chair was distributed (this was promoted via Autism website, WCAVA, Grapevine, Autism West Midlands, Health Watch, Learning Disability Partnership Board, schools, those who expressed an interest at consultation stage, family carer groups, WREP etc.) with a deadline for submissions of Friday 24th October.

In the week beginning 6<sup>th</sup> October an advert inviting key stakeholders was distributed (including providers, CCGs, Mental Health Commissioning group, elected members, schools, colleges, police, district and borough housing, WCC colleagues etc.) with a deadline for submissions of Friday 24th October.

In Warwickshire work has started to engage with individuals with autism – this has consisted of starting to network and make contacts with existing groups for autism. Grapevine is contracted across Coventry and Warwickshire to support people with Learning Disabilities and Autism to gain independence and become engaged in the community. Currently they are engaging with approximately ten people however it is expected that this will continue to increase as work progresses and the Partnership Board is set up.

Dependant on the level of demand/interest from the activities described above and the outcome of an informal recruitment process, this is likely to impact on the timescales for the first Board meeting. It is anticipated that the first meeting will take place early December. One of the first tasks of the board will be to review the delivery plan and prioritise work-streams moving forward. This will include identifying key targets and measures.

This Board will play a key role overseeing the implementation of the delivery plan and will be the forum where the established subgroups report on activity and progress of each of the strategic aims.

**2.3 Recommendation 3: That the Autism Partnership Board also include elected member representation.**

To ensure that the Board has representation from key stakeholders for both Adults and Children’s elected members were invited to express an interest when the advert was sent out week beginning 6<sup>th</sup> October. (Email was sent to Member all email group and directly to local MPs).

**Background Papers:**

None.

**Appendices:**

Appendix A – All Age Autism Strategy Delivery Plan

Appendix B – Scrutiny Action Plan

	<b>Name</b>	<b>Contact Information</b>
Report Author	Lisa Lissaman	<a href="mailto:lisalissaman@warwickshire.gov.uk">lisalissaman@warwickshire.gov.uk</a> , 01926 742971
Head of Service	Chris Lewington	<a href="mailto:chrislewington@warwickshire.gov.uk">chrislewington@warwickshire.gov.uk</a> , 01926 745101
Strategic Director	Wendy Fabbro	<a href="mailto:wendyfabbro@warwickshire.gov.uk">wendyfabbro@warwickshire.gov.uk</a> , 01926 412665
Portfolio Holder	Cllr Josie Compton	<a href="mailto:josecompton@warwickshire.gov.uk">josecompton@warwickshire.gov.uk</a>

## Delivery Plan update

The following table lists the intended outcomes from the All Age Autism Delivery Plan were activity has started to take place.

### Strategic Objective 1

#### Develop a clear and consistent pathway including offer of support following diagnosis.

1.1	Establish the revised assessment process for the (0-5 years) diagnostic pathway across the county to ensure equity of provision.	Hours from the South have been re-distributed to the North of the county to align resources equitably. Awaiting information on the impact on ASD (Autism Spectrum Disorder) assessment waiting times for under 5 year olds.
1.2	Review the level of demand for assessments for the (5-18 years) diagnostic pathway to inform the implementation of the revised assessment model.	WCC is currently actively supporting CWPT (Coventry & Warwickshire Partnership Trust) to develop a proposal for the revised ASD pathway.
1.3	Continue to develop and implement a local diagnostic pathway for adults with autism, providing a step by step guide of the whole process.	Work is underway with Coventry City Council colleagues and health partners to develop the pathway and it is intended that it will be in place from April 1 <sup>st</sup> 2015.
1.5	Ensure that each commissioned service which provides information and advice across Warwickshire provides a range of information detailing local services and support, including links to support networks across the county.	Development of the on line autism portal is on hold at present, as this needs to align with the diagnostic pathway to support GPs with the initial screening process and signposting. Once the 1 <sup>st</sup> April 2015 is confirmed work will take place to facilitate this.
1.6	Work with sub-regional colleagues in Solihull and Coventry to offer training to GPs, mental health practitioners and local authority teams to make sure they have the right skills and knowledge to support the diagnostic process.	Warwickshire, Coventry and Solihull have reviewed a number of e-learning options for GPs which would be hosted on the portal.
1.7	Arrange parent training sessions through development of a social enterprise. Taught by people with autism	Interviews have taken place during September to commission an Autism trainer to support/train both existing and new

	and their family members.	parents/customers/carers to co-deliver Autism Awareness training to frontline staff. Co-facilitators will work co-productively with the trainer to develop the programme and deliver the sessions over the next twelve months to a range of organisations including, health and social care, criminal justice system, housing, employment, education etc.
1.8	Following agreement of diagnostic pathway model for adults, design and launch an online information and advice portal providing a range of information on services and support for people with autism, their families, providers and organisations in partnership with Coventry.	See update for 1.5
1.9	Endorse NICE clinical guidelines and quality standards for autism including the recognition, referral, diagnosis and management of children and adults on the autistic spectrum.	The NICE Quality standards will be discussed by the Autism Partnership Board before any decision is made regarding associated action.

## Strategic Objective 2

### Increasing Awareness & Understanding of Autism

2.1	Develop a training programme delivered by people with autism and families raising awareness and educating frontline staff about autism.	Autism Co-facilitators programme mentioned in 1.7. Community Catalysts have conducted an options analysis exercise to look at the viability and sustainability of a social enterprise model for this group which would form part of a wider Co-production Hub.
2.2	Continue to offer 'Parent training' sessions to parents post diagnosis	It is the intention that the parent training will also include involvement from our Co-facilitators who will be bringing their lived experiences of autism.
2.5	Develop and offer specialist autism training for those health, social care and educational staff who diagnose or support people with autism, including the use of e-learning	New specialist Autism training provider has recently been commissioned to support the delivery of the progression plan for staff. Dates to start delivering the programme should be agreed soon and advertised out to staff with a view to dates being available from mid Nov. The programme to support the

	packages and sensory training for social care practitioners to better understand an individual's sensory needs.	on-going development of our experts is being established and will take place very soon, which will in turn give the experts the opportunity of working with the new training provider ahead of delivering the training. Another training programme is being developed to support our new cohort of experts who have just been recruited.
2.6	Continue to develop strong links with all professions and organisations to increase the level of understanding and skills to support people with autism.	Expressions of interest have been distributed; deadline for applications is Friday 24 <sup>th</sup> October

### Strategic Objective 3

#### Education, Learning & Employment

3.1	Ensure that children and young people will have an integrated plan (single plan) of support to meet all of their needs and allow them to make as much progress as possible. That all organisations, throughout the life of the child from 0 – 25 will work towards the same single plan agreed with the young person and their parents.	Warwickshire is currently out to consultation on the local offer - which is the services we here in Warwickshire have on offer across education, social care and health for children with SEND. EHC plans commenced for new referrals on 1st September. All existing statements will be converted over the next few years.
3.8	Re-design an employment offer which will offer work based support for people with disabilities including autism. This service will ensure that employees with autism can gain and maintain a job, including job coaching, work experience and opportunities for self-employment.	Warwickshire Employment Support Service (WEST) is working closely with the Autism team to support people with autism who are FACs eligible to gain/maintain employment. Rethink are contracted to support people with Mental Health to gain/maintain employment. Data for both of these services is below. <b>Warwickshire Employment Support Service (WEST)</b> Out of approximately 120 live cases the WEST team are supporting 20 customers in the North of the County and 22 in the South with Autism. <b>Mental Health Employment Service – Rethink</b>

		<p>So far this year Rethink has had six referrals which highlighted Asperger's/Autism. Currently within the service they are supporting three people with MH and Asperger's/Autism.</p> <p>Rethink have found that behaviours associated to autism can be a barrier to gaining work/support. To support these individuals staff have undergone training to understand some behaviour to enable them to work in a different way to combat these barriers.</p>
--	--	--

## Strategic Objective 4

### Transition into Adulthood

4.2	<p>Commission a user led organisation to provide peer to peer early intervention support to people with autism that enables them to earn, live and work locally with a clear focus on preventing escalation of need. This service will also work with people with autism to support themselves within community settings, with a focus on improving social skills and supporting people to feel safe within their local communities. As well as looking at opportunities for employment and/or further education. This will operate as a short term intervention service and will reduce the need for longer term reliance on services.</p>	<p>Capital and revenue funding has been ring fenced as part of a Community Initiative Fund referred to as '<b>New Sparks</b>'. The funds will be used to provide targeted investment, accessed through a competitive bidding process, to local organisations to develop non-traditional, innovative, preventative support to people of all ages.</p> <p>Plans for this fund are currently being taken through WCC People Group approval process. Going to Investment Board on 17th October and GLT on 30th Oct, after which we will seek approval to proceed from Cabinet.</p>
-----	---	--

## Strategic Objective 5

### Access to Services & Support

5.3	Ensure that all staff who support people with autism undertake appropriate training and development	A DRAFT Autism Learning and Development plan has been produced indicating the various levels of progression.
5.6	Commission a framework of support providers for vulnerable adults, including people with autism, in crisis or whose needs are on a borderline of the FACs (Fair Access to Care) eligibility criteria for services or support.	Agreement has been given to commission a framework of support providers for vulnerable adults. To ensure that people are given an opportunity to express their views on what the service should look like a consultation exercise will take place Monday 20 <sup>th</sup> October and finish on Friday 28 November 2014.

## Strategic Objective 6

### Community Life (Social Inclusion)

6.2	Work with the voluntary and community sector to explore ways for local autism social and support groups to be further developed for all age groups including older people with autism	<p>The review of community hubs is underway, with existing services contracted until June 2016 to allow for this review to take place.</p> <p>Work is ongoing under BCF scheme 2 'Promoting Independence through Self-management and Community Resilience'. We will</p> <ul style="list-style-type: none"><li>• Work with the voluntary and community sector to develop a community and voluntary sector support offer that ensures people can maximise their independence within their local community, remain independent and to prevent escalation of need in to statutory services.</li><li>• Redesign our voluntary sector infrastructure support services to align with this approach and ensure they are positioned to support the local</li></ul>
-----	---	---



		<p>community and voluntary sector to respond to this agenda / approach.</p> <ul style="list-style-type: none"> <li>• Build community capacity through targeted investment to stimulate individuals, local communities and small enterprises to develop / provide a range of support order to: <ul style="list-style-type: none"> <li>- Promote health and wellbeing</li> <li>- Maximise independence</li> <li>- Reduce social isolation</li> <li>- Support and improve access to community resources</li> <li>- Prevent and delay people from accessing health and social care funded services</li> </ul> </li> </ul> <p>Through this work we will work with the community sector to explore ways for local autism social and support groups to be further developed for all age groups including older people with autism.</p> <p>Capital and revenue funding has been ring fenced as part of a Community Initiative Fund referred to as '<b>New Sparks</b>'. The funds will be used to provide targeted investment, accessed through a competitive bidding process, to local organisations to develop non-traditional, innovative, preventative support to people of all ages. This will include support for people with autism</p> <p>Plans for this fund are currently being taken through WCC People Group approval process. Going to Investment Board on 17th October and GLT on 30th Oct, after which we will seek approval to proceed from Cabinet.</p>
--	--	---

### Community Life (Housing Support)

6.8	Support people with Autism (where appropriate) to move from residential care to independent/supported living	8 sites have been awarded through the recent specialised housing with care tender, award letters were distributed Sept 2014.
-----	--	--

		The new supported living framework for people with learning disabilities and/or autism is now operational. 42 providers are on the framework.
--	--	---

### Community Life (Keeping Safe)

6.12	Increase publicity of Safe Places Scheme and ensure that people with autism know where their local Safe Places are located within their local community. Work with service providers to actively promote the scheme to people they support.	The Safe Place team and Champions are working in partnership with Warwickshire Police to deliver 6 sessions during Oct & Nov 2014 within the Special Schools across Warwickshire to raise awareness of the Safe Place Scheme. There are currently 80 Safe Places across Warwickshire.
6.15	Continue to provide opportunities for empowering people with autism and their families to get involved in co-producing future services and support	Adult Autism support networks will be involved in co-producing the new Vulnerable Adults Framework service specification. Autism Co-facilitators programme – co-facilitators have been actively involved in the tender evaluation process of the trainer commission. As well as co-producing the programme and co-delivering the sessions. Elected Members session – on 23 October 2 Co-facilitators (parents of a child and an adult with autism) will be presenting an Autism Awareness session to elected members which they have co-designed and developed.

### Strategic Objective 7

#### Supporting carers and families of people with autism

7.1	Ensure the needs of carers of people with	Warwickshire's Carers Strategy is dated 2012 – 2015 and is therefore due to
-----	---	---

	<p>autism are used to help shape the review of countywide carers support service</p>	<p>be refreshed in 2015. In addition, the current Carers Support Service contract expires on 31st June 2015. Therefore the existing strategy and commissioned service will be reviewed and redesigned over the next 12 months.</p> <p>Carers services have been drawn into the Better Care Fund (BCF) as Warwickshire's intention is that supporting carers be an integrated provision. Within the framework of the BCF we will put strong mechanisms in place to support informal carers and work across the health and social care economy to minimise the impact of illness and disability on a carer's life. Through the BCF we will be carrying out a thorough review of our current strategy and carers support services in light of new duties/requirements of the Care Act in relation to carers, and ensuring we develop an approach that is fit for purpose, offers real and accessible support to informal carers and prepares Warwickshire for the increasing 'care gap'. This review and redesign involve consultation and engagement with carers, including consultation of carers of people with specific conditions, such as autism. This will also involve collaboration with commissioning partners to maximise the outcomes from previous and future engagement activities with adults and carers of adults with autism.</p>
7.2	<p>Ensure the work to develop post diagnostic support services takes into account carers needs for information, advice and support. Carer assessments should form part of this support and it needs to be considered where best this should take place and who should conduct these assessments so that carers are not repeating themselves and get the right support at the right time by those best skilled to assess and advise them.</p>	<p>We currently commission Guideposts to provide a support service for carers, including:</p> <ul style="list-style-type: none"> <li>•• Information and advice on all aspects of the caring role;</li> <li>•• 1-to-1 and peer-led support;</li> <li>•• Practical and emotional support, including training sessions.</li> </ul> <p>Targets have also been set for the following:</p> <ul style="list-style-type: none"> <li>• Training sessions: Caring with Confidence (20 pa), Moving and Handling (10 pa), Dementia (10 pa), Mental Health (10 pa), Stroke (10 pa), Reablement (10 pa), Bills to Wills (5 pa).</li> <li>• Peer-led support group sessions: Mental Health (30 pa), Dementia</li> </ul>

		<p>(30 pa), Learning Disability (30 pa), Older people (30 pa), Autism (30 pa), Generic (30 pa), Workplace (20 pa).</p> <ul style="list-style-type: none"> <li>• Number of referrals (1,000 pa).</li> <li>• Number of instance of support per year (12,000 pa).</li> </ul>
7.3	Ensure that there are a range of short break services are available to people with autism who may wish to purchase their own service/support using direct payment	The new short breaks framework for children and adults with disabilities, including those with autism, is now operational, The framework is split into lots and each lot has a number of providers promoting an exciting variety, choice and flexibility of provision for people in Warwickshire. Customers, parents and carers will have the ability to mix and match their short breaks in line with their individual needs, circumstances and preferences, maximising their personal budget allocation. The short break services providers are offering can be experienced on an individual or group, or planned or emergency basis: activity holidays with people with similar needs and interests, activity and new learning experiences and a wide range of supported sports, social, horticultural and leisure opportunities. Purchasing short breaks through direct payments is being actively promoted.
7.4(2)	There are current opportunities and channels to review the quality of services	Peer Review programme – a new trainer is being commissioned for this programme and following this a recruitment process will be undertaken to increase the numbers of peer reviewers this will open to adults with autism and carers of people with autism.

**Scrutiny Action Plan  
All Age Autism Strategy**

Recommendation		Cabinet Comments	Lead Officer	Target Date for Action	OSC Update	Progress Notes
<b>R1</b>	That an analysis of the unemployed population be undertaken, through the relevant agencies, to identify individuals with undiagnosed ASD.	Approved – 8 <sup>th</sup> May 2014	Lisa Lissaman	TBC	4 <sup>th</sup> November 2014	<p>From April 2015 CCGs have endorsed the commissioning of an adult diagnostic pathway to be in place across Coventry &amp; Warwickshire. With this in place GPs will have the function to code individuals with a diagnosis on their system which will provide data to evidence the number of people referred and/or diagnosed.</p> <p>The ability to identify individuals who have undiagnosed ASD will be very challenging however we propose to discuss this with members of the Autism Partnership Board (APB) at meetings to determine how this data can be recorded and captured and what networks and partnerships need to be established. We will also work with Job Centre plus and other local employment centres to track those with autism and how they access employment and the longevity of this. In addition, we will work with agencies to identify those who 'may' be defined as being on the autistic spectrum and again track their progress towards and into employment.</p>
<b>R2</b>	That key targets and/or measures be identified by the Autism Partnership Board in order to monitor the progress of the Strategy Delivery Plan.	Approved – 8 <sup>th</sup> May 2014	Lisa Lissaman	TBC	4 <sup>th</sup> November 2014	<p>As outlined in the strategy it is an intention that an Autism Partnership Board be established to oversee the implementation of the delivery plan. In September Coventry City Council confirmed that it was their intention to adopt the strategy and work in partnership to deliver the key strategic objectives.</p> <p>In the week beginning 22nd Sept an advert inviting customers/carers to be a member and/or apply for role</p>

**Scrutiny Action Plan  
All Age Autism Strategy**

Recommendation	Cabinet Comments	Lead Officer	Target Date for Action	OSC Update	Progress Notes
					<p>of co-chair was distributed (this was promoted via Autism website, WCAVA, Grapevine, Autism West Midlands, Health Watch, Learning Disability Partnership Board, schools, those who expressed an interest at consultation stage, family carer groups, WREP etc.) with a deadline for submissions of Friday 24th October.</p> <p>In the week beginning 6<sup>th</sup> October an advert inviting key stakeholders was distributed (including providers, CCGs, Mental Health Commissioning group, elected members, schools, colleges, police, district and borough housing, WCC colleagues etc.) with a deadline for submissions of Friday 24th October.</p> <p>In Warwickshire work has started to engage with individuals with autism – this has consisted of starting to network and make contacts with existing groups for autism. Grapevine is contracted across Coventry and Warwickshire to support people with Learning Disabilities and Autism to gain independence and become engaged in the community. Currently they are engaging with approximately ten people however it is expected that this will continue to increase as work progresses and the Partnership Board is set up.</p> <p>Dependant on the level of demand/interest from the activities described above and the outcome of an informal recruitment process, this is likely to impact on the timescales for the first Board meeting. It is anticipated that the first meeting will take place early</p>

**Scrutiny Action Plan  
All Age Autism Strategy**

Recommendation		Cabinet Comments	Lead Officer	Target Date for Action	OSC Update	Progress Notes
						<p>December. One of the first tasks of the board will be to review the delivery plan and prioritise work-streams moving forward. This will include identifying key targets and measures.</p> <p>This Board will play a key role overseeing the implementation of the delivery plan and will be the forum where the established subgroups report on activity and progress of each of the strategic aims.</p>
<b>R3</b>	That the Autism Partnership Board also include elected member representation.	Approved – 8 <sup>th</sup> May 2014	Lisa Lissaman	TBC	4 <sup>th</sup> November 2014	To ensure that the Board has representation from key stakeholders for both Adults and Children's elected members were invited to express an interest when the advert was sent out week beginning 6 <sup>th</sup> October. (Email was sent to Member all email group and directly to local MPs).