

Making Greater Manchester Autism Friendly

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Director of Adult Social Care in
Bolton

Making Greater Manchester Autism Friendly

The GM Autism Strategy 2019 - 2022

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and National Autistic Society

Who/what is the Greater Manchester Autism Consortium?

The 10 Greater Manchester local authorities (adult social care) and 10 Clinical commissioning groups;

Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan

Plus the GM Health and Social Care Partnership.

The above funders commission the GMAC project form the National Autistic Society.

Greater Manchester Autism Strategy - the journey so far

- Making Greater Manchester Autism Friendly event 7th Dec 2017 with the Mayor. Around 140 attended.
- Feb 2018 launch of the Strategy engagement sessions.
- 4 consultation events across GM
- Survey re. priorities for the strategy
- Discussion with GMAC advisory groups February - June 2018
- Taken to 8 governance meetings September - December 2018

Getting access to basic information is like a postcode lottery

“Making GM Autism Friendly- where everyone achieves their potential in a safe and supportive environment”

<p>Access</p>	<p>Public services for autistic people should be accessible and appropriate reasonable adjustments should be made in mainstream settings (i.e. services that are not specialist for people with autism or learning disabilities but aimed at the general population) and staff in these settings trained. This will include housing and general council services. This is also about ensuring public facilities, such as leisure and cultural spaces are welcoming, inclusive and autism friendly.</p>
<p>Community</p>	<p>Autistic people and their families have access to accessible information so that they are able to take part in their communities, be active citizens and access the help to which they are entitled. They are also supported to participate in the local planning of services. This strand also looks at addressing additional barriers faced by certain groups including those in the criminal justice system, older adults, women, ethnic minority communities and LGBTQ+ communities. An autism friendly Greater Manchester has to be inclusive to all in the community.</p>

I will never meet eligibility for social care support but I need help to try and meet other people. I go to work and come home and see no one. What is there for people like me?"

The employer needs to make reasonable adjustments rather than expecting the autistic people to make all the adjustments

<p>Health and Support</p>	<p>This includes ensuring access to diagnosis and post-diagnostic support in every area, making sure that health and care have the right information on local need and are planning the right services locally and making sure health and care staff have appropriate levels of training in line with the Autism Act.</p> <p>No area can be autism friendly unless statutory services are providing appropriate care and support</p>
<p>Employment and Transition</p>	<p>Including employment and transition into adulthood for autistic people and family members.</p> <p>Greater Manchester will not be autism friendly unless we tackle the autism employment gap</p>

What next?

- Localities to send back diagnosis and post diagnostic feedback, transition feedback and compliance to core duties of Autism Act by end of March to GMAC.
- Start making contacts for the GMAC engagement plan with GM organisations that cover older people, women, BAME communities and LGBTI communities
- Continue to collect examples of autism friendly services/ organisations for the GMAC website. Use the board at the back to update us!

Implementation Groups

By April 2019 the following four groups need to be set up:

Housing

Criminal Justice

Employment

Transition

- ✓ GMAC have started to scope Terms of Refs for the above groups so drafts can be taken to the first meetings.
- ✓ Chairs have been approached from each of the specialist areas.

Second Phase: Implementation Groups (late 2019 early 2020)

- Reasonable Adjustments for health settings
- Engagement plan steering group

GMAC Advisory Groups

Peter Baimbridge - Coordinator, Autistic Adults

Julie Porter - Coordinator, Family Members

What are Advisory Groups for?

- To hold GMAC Project and funding partners accountable to Autistic Community and family members
- To influence and advise on decisions

How have advisory Groups Contributed to Strategy?

- Attended all stakeholder events
- Discussed strategy drafts
- Responded to survey (May/June '18)
- All contributions from meetings and surveys fed into strategy

How do I get involved in the Advisory Groups?

- Tell us today if you would like to join us
(speak to us in person or post it on the sheets at the back)
- Be a “virtual member” if meetings are not for you.
- Travel expenses paid for meetings attended.

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What are the Implementation Groups?

- Housing
- Employment
- Criminal Justice (police, courts, prison, probation etc.)
- Transition (14 - 24yrs old)
- Reasonable Adjustments (hospital)

The Implementation Groups will have:

- Reps from both main Advisory Groups
- A good spread of different types of people
- Chance for those with lived experience to claim travel expenses and if meetings are over meal times food expenses

All Implementation Group members will commit to:

- 1x year / 4x meetings in a year
- Report back to the main Advisory Group

Greater Manchester Locality feedback-

How are the 10 areas going to respond in the next 6-12 months?

We asked:

1. How will you build on work already started?
2. How will you continue and extend?
3. What new areas of work will you start?

Bolton Autism Partnership

Build on work started?

- Produce a local all age autism strategy
- Review membership of the APB
- Develop and update the offer for young people moving into adulthood.
- Update local JSNA that will reflect the current population profile in Bolton including people with autism.
- Review the Employment Offer in Bolton and improve support for people with disabilities including autism
- Work with partners and local employers including the Department for Work and Pensions to ensure staff are offered autism awareness training.

Continue with and extend?

- Support local diagnostic and post diagnosis support services to minimise waiting times and extend diagnosis to people with autism and learning disabilities
- Ensure all support staff in Health and Care services are trained on autism
- Ensure transition plans are clear and transparent, providing key information on the individual's transition needs and identified services and support.
- Ensure that young people and adults with autism get information about employment programmes, future employment opportunities and benefits advice either from commissioned services or online

Begin work areas identified as a priority

- Create an entry route to psychological support, counselling and training for families and carers of people with autism
 - Develop the "growing up with autism in Bolton" information resource
- Develop a training plan for employees in customer facing roles
- Develop a personalised reasonable adjustment profile that autistic people can use in different settings and ensure that this is recognisable by public services across the borough.

Bury- Next 6-12 months

Build on work already started

Local Action Plan - based on new GM strategy -has been drafted, further engagement with Autism Partnership Board to develop and sign off: action planning approach being taken

Continue with and extend

Partnership Board have begun work on developing a multi-agency baseline assessment; gaps have been identified and actions taken (eg police); further work required to benchmark against required standards

Begin work on

Employment: develop a stakeholder map and engagement plan for local employers; identify potential support mechanisms for employers

GM Autism Strategy: Manchester locality focus

Continue, Build, Begin

- Diagnostic services to meet the needs of our population
- Post-diagnostic services to support our population
- Training for health and care staff; wider community



Oldham

- Having previously created an all age pathway, we will continue to develop this in line with the GM service specification and strategy
- Improvements have already been made for partnership working between the different care providers in Oldham, however we do recognise that further development is needed for post diagnostic support which is a focus of the GM service specification
- We are looking to commission a new adult service to commence in April 2020
- We are developing a questionnaire to enable us to measure the impact of our strategy so far and use the outcome to adjust our efforts
- We will continue to listen to our stakeholders and work to improve the information we provide to support people with autism.
- We will work collectively with providers to ensure our data and information is accurate and informs service provision

Rochdale

1. Continue to make progress on the employment front

Working with the job centre to source employers willing to offer work experience

Our AAA programme for young people with autism is helping people into work & we'll continue to use this CCG funded scheme

2. Continue and extend

People have told us they are unhappy about the role out of the Personal Independence Payments benefit

We've had a Q&A session with the operations manager at the DWP & identified gaps in training for assessor organisations & decision makers. We've got a relationship going and some actions to build on.

Merge our adult & Children's autism partnership boards

We want to make things less confusing for people & communicate better with people

we think having one board will help

3. Starting working on from the strategy priorities

Housing – as a forerunner to our strategic review of homelessness we have issues a mini survey asking services how they respond to people with Autism & other conditions

Our aim is to establish a baseline and pick up on areas of good practice so autism is at the heart of our housing & homelessness work

- **Salford**

- In the process of creating a wider training plan for Council, CCG, NHS and MH Trust to complement and enhance established training offer that already exists.
- Specialist resource offering training advice and support to mainstream areas and commissioned providers.
- Autism forum which gives a voice to autistic people and their families which feeds directly into the strategy board.
- Working towards a compliant local service for diagnosis and post diagnostic support with pathways into social care assessment via a dedicated social work resource.
- Data collected from GPs (numbers, gender and age range)
- Dedicated transition team and TAG (Transition to Adults Group) for young people and families; to enable them to have an active role in planning their transitions

Need to do next

- Promote wider awareness autism, the resources we have and the appropriate reasonable adjustments that different services can make
- Changes will be made to our social care IT system and processes to capture data on autistic people.
- Start to collect more comprehensive local data to feed into planning for meeting people's needs.
- Promote employment services that are commissioned/to be commissioned to help more autistic people into work

1/ Build on work already started?

SMT reports re mandatory e-learning within SMBC

Update the children's and adults JSNA's to assist with autistic data and scoping future service provision.

Community and library support re new developments e.g. social stories

Train the trainers sharing between adults, children's and voluntary sectors

Map out current offer of support for transition to adulthood and identify gaps to inform future joint commissioning



2/ Continue with and extend?

Redesign of digital platform for customers to replace existing website

Ongoing support and development of diagnostic service following consultation

Expert by experience training support within schools and colleges for pupils

Continued social worker support for complex cases and transition

DWP support re casework and additional training

Embed transition pathway for young people who don't have an EHCP

3/Begin work on from the areas identified as a priority in the strategy?

Local housing strategy sub group

SMBC recruitment support on job trail approach with reasonable adjustments

Joint working with Autism Education trust provision

Review governance of autism strategy implementation

Tameside

1/ Build on work already started?

We have begun training Council services using the Autism Friends tool. To date, we have trained over 100 staff members.

We have been allocated a room in the Carers centre as a “break away room”. It will be advertised as a safe space for people to go if they feel overloaded in the community.

Funding application has been submitted for “autism packs” for A&E and Outpatient appointments at Tameside Hospital.

Work with a pilot surgery has begun (Haughton-Thornley Medical Practice) to create an Autism Register.

A “post diagnostic pack” has been created (that will be reviewed and updated every 6 months).

Brain in hand technology has been adopted by TMBC and is being piloted with 20 people.

Feedback is positive and the technology appears successful consolation will be had regarding potential further future purchase.

2/ Continue with and extend?

Further training will be provided to appropriate staff; including autism awareness (full day) and Assessor training (full day).

Training to be provided to local community (Job centre and shopping centres)

3/Begin work on from the areas identified as a priority in the strategy?

Meetings have been held with housing providers within Tameside to build working relationships. Training has been given to some housing providers.

Likewise with employment; meetings have been held and training will continue to be rolled out where appropriate to do so.

What we're doing in Trafford

Already Started

- Review membership of APB, formalise reporting mechanisms
- Expand and develop our training partnership delivering **mandatory** autism training to those working in Trafford council and local partner agencies
- signpost and mediate on behalf of autistic individuals
- Continue to offer local diagnostic pathway

Continue and Extend

- Roll out training for those in customer facing roles, elected members, local housing providers, DWP, mental health practitioners
- Social worker forum – on going support for front line practitioners
- Develop the autism peer mentor role
- Support peer led initiatives – Drop ins, discussion groups

Begin work identified as a priority

- Identify and gather data on needs of local autistic population to inform service developments - housing , employment , health care
- Ensure Autism is represented in local strategies:
 - JSNA,
 - housing strategy,
 - Preparing for Adulthood

We're really proud of our Adult Autism Partnership Board— over a third of our members have autism or are carers/parents. We won the National Autistic Society's Professionals Award 2019 for Outstanding Adult Services!



However, we don't always get it right and have lots to learn about how to reach people who don't necessarily want to self-identify/advocate and want to feel included in their community

Get your business involved, become an autism friend

64% of people with autism avoid going to shops because of their autism

Stats provided by The National Autistic Society

To book a session please contact: autismfriends@wigan.gov.uk

#autismfriendlywigan

We've got a really good programme of activities for World Autism Week, but we want to make real adjustments as a place, so that people have a better experience accessing services/libraries/leisure activities. We've developed an Autism Friendly Business Award



Break

Implementation groups for Year 1 of the Greater Manchester Autism Strategy

Implementation groups for Year 1

Transition

Criminal Justice

Employment

Housing

Reasonable adjustments for children and
adults in acute healthcare settings

Frequency/level of demand for involvement in the groups

This is to be decided but likely to be quarterly meetings

The chairs may also be invited to attend or submit brief reports to the Greater Manchester autism delivery group and the Greater Manchester Learning Disability delivery group. Greater Manchester Autism Consortium can support with the latter as part of its secretariat role to the groups.

We will not be asking group members to commit for the 3 years. We will set annual Terms of references for the group, but **ideally I would want members to commit for a year** so we can see through the group's aims.

What kind of outputs will the groups be producing?

Draft terms of reference for year 1

Transition Implementation group

- Using the Transition duties checklists previously sent out to the localities, start to map the gaps and services within GM.
- Creating, updating and amending materials that would help the 10 localities to meet those gaps. For example creating a transition framework template for people who do not have an Education Health Care Plan and a toolkit for education providers to integrate the Growing up in Greater Manchester materials into preparing for adulthood reviews.
- Adding to the transition materials created by Greater Manchester Autism Consortium- information on Higher Education and Mental Capacity Act are planned so far.

- A joint workshop with employment on options currently available in Greater Manchester for autistic young people. This will then become another resource to be added to the transition information.
- Cross referencing any work with the NHS Autism and Learning Disability plan and the Think Autism strategy.
- Identifying funding pots/ways in which we could develop some additional resources within Greater Manchester related to transition support for autistic adults and sharing our expertise to take this forward.
- Sharing best practice and disseminating this via an event organised by the Greater Manchester Autism Consortium.

Criminal Justice Implementation group

- Mapping of existing support to get a clear picture of the region's strengths and gaps.
- Embedding and promoting the reasonable adjustments work that has already taken place and adding to it.
- Cross referencing and linking the group's work with other Criminal Justice Service related pieces of work underway within Greater Manchester and nationally, including the Greater Manchester Health and Justice strategy and the Equality and Human Rights Commission Inquiry on vulnerable offenders.
- Discussing ways in which training can be embedded/sourced/designed for this sector involving people with lived experience.

- Suggesting ways in which autistic people and family members could help define what “autism friendly” means within criminal justice support services and ways this could be monitored and measured.
- Identifying funding pots/ways in which we could develop some additional resources within Greater Manchester related to Criminal Justice Service support for autistic adults and sharing our expertise to take this forward.
- Sharing best practice and disseminating this via an event organised by the Greater Manchester Autism Consortium.

Employment Implementation group

- Mapping of existing support to get a clear picture of the region's strengths and gaps. Include less traditional models such as self-employment support models.
- Embedding and promoting the reasonable adjustments work that has already taken place and adding to it.
- Discussing ways in which training can be embedded/sourced/designed for this sector involving people with lived experience.

- Suggesting ways in which autistic people and family members could help define what “autism friendly “means within employment and employment support services and ways this could be monitored and measured.
- Identifying funding pots/ways in which we could develop some additional resources within Greater Manchester related to employment support for autistic adults and sharing our expertise to take this forward.
- Sharing best practice and disseminating this via an event organised by the Greater Manchester Autism Consortium. Identifying models of support that are innovative.

Housing Implementation group

- Mapping of existing support to get a clear picture of the region's strengths and gaps.
- Embedding and promoting the reasonable adjustments work that has already taken place and adding to it.
- Discussing ways in which training can be embedded/sourced/designed for this sector involving people with lived experience

- Suggesting ways in which autistic people and family members could help define what “autism friendly “ means within housing and housing support services and ways this could be monitored and measured.
- Identifying funding pots/ways in which we could develop some additional resources within Greater Manchester related to housing support for autistic adults and sharing our expertise to take this forward.
- Sharing best practice and disseminating this via an event organised by the Greater Manchester Autism Consortium. Identifying models of support that are innovative.

Reasonable adjustments for children and adults in acute healthcare settings

Implementation group

- Mapping who is doing what in terms of reasonable adjustments in acute settings such as hospitals across Greater Manchester.
- Share examples of reasonable adjustments and if appropriate come up with some Greater Manchester wide templates/models for one page profiles/care plans.
- Ask each trust how they are going to meet NHS Learning Disability and Autism standards published in 2018. Including with respect to training.
- Cross referencing any work with the NHS Autism and Learning Disability plan and the Think Autism strategy.

- Set some Greater Manchester wide standards using the above and adding to them.
- Identify pots of funding/ways to develop additional resources.
- Gather best practice examples for an event organised by the Greater Manchester Autism Consortium.

And finally..

We have the room until 12.30 so please go and chat to the various reps for the Implementation groups on the tables at the back.

Ask questions, make comments on the draft terms of reference, tell us if you are interested in being involved.

Also write stuff on the flip chart sheets.

Feel free to leave when you wish after that.

On behalf of GMAC, thank you for coming and have a safe journey!



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