



**Havering**  
L O N D O N B O R O U G H

# **ALL AGE AUTISM ACTION PLAN UPDATE**

QUARTER 1 2024-25

**This action plan provides updates as to how Havering are progressing with achieving their actions set within the All Age Autism Strategy 2023-2025.**

## Workstream 1 – Autism Partnership Board

<b>What we planned to do</b>	<b>What we have achieved so far</b>
To hold a series of consultation events between April and July 2019	Consultations and briefing papers were completed
Ensure materials and consultation are as accessible as possible	All consultation documents were made available in easy ready format Final version of the All Age Autism Strategy is also available in an easy read version
Ensure control arrangements are robust enough to lead and implement the strategy	Active Autism Partnership Board is in place and strategy has been launched
Review Terms of Reference for the Autism Partnership Board	Terms of Reference is reviewed annually with latest version updated on 07/05/2024
Extend membership of the board in line with the aims of this strategy	Stakeholder analysis completed in May 2022 and received confirmation of commitment to attend meetings
Appoint an autistic person as deputy chair	Job Profile has been evaluated and approval has been received to formally recruit. Position will be advertised in June 2024.

## Workstream 2 – Children and Adults with Disabilities

What we planned to do	What we have achieved so far
Ensure young people are identified as soon as possible to ensure timely Adult Social Care assessments are made	Assessments are completed by 17.5 years old
To refresh the transition strategy in partnership with parents and young people	The transition pathway has been reviewed and is now sitting with Adult Social Care to review before being sent to the appropriate forums. Adult Social Care are also in the process of creating a Preparing for Adulthood Team.
Information is provided to families and young people at an early stage supported by a written handbook. This will include information on what is available on all 4 pathways including with Preparation for Adulthood (PFA)	PFA information is provided at Children in Need (CIN) meetings or during home visits. Handbooks are given to young persons and their families.
Work with schools to develop their understanding of employment pathways	Case officers work with individual's pre-transition as part of EHCP annual reviews to highlight potential employment pathways. All schools are aware of Prospects and make referrals.
To continue to embed recommendations of the LUMOS project which highlighted support for young people with ASD/Mental Health and Challenging behaviour	Recommendations have been implemented and currently exploring ways of embedding actions into Children in Need and LAC plans. Referrals for Attend CETR meeting and processes are followed. DSR is now in place and information is shared with relevant stakeholders. Work is being undertaken on Local Offer and a key worker employed by health has now been identified and undertaking inductions.

<p>Ensure young people and their families are identified and advised at an early stage</p>	<p>Links have been made with the hospital to ensure the local authority are aware of any complex needs from birth.          Have liaised with health visitors and paediatricians to ensure other professionals are able to sign post.          Have worked closely with the Early Help team and have a clear referral route for parents to contact for support if not signposted by a professional.</p>
<p>Communicate better with young people and their parents about what is possible for their future and how each young person may get there</p>	<p>Training and support for education and social care staff is linked to life story work and led by managers.          Preparing for Adulthood meetings are held monthly with social workers.          Children in Need plans now outline the process and copies are shared with parents and education team.          Children and Adults with Disabilities manager and workers attend transition events to speak with parents and young persons.</p>
<p>Provide clear communication about available options for young people at age 20/21 years+ including support and services which are not education-based</p>	<p>Young people leaving education meetings are now held termly where information is provided around internships/supported employment and apprenticeship options.          Children and Adults with Disabilities manager and workers attend Routes for Life and transition.</p>
<p>Work with post 16/19 education providers to support the development of their offer</p>	<p>Case officers work with providers to ensure awareness of processes in regards to the SEND Code of Practice 2015.</p>
<p>Develop health pathways and processes for young people aged 18-25 with healthcare needs</p>	<p>Progress has now been made for the development for those with healthcare needs.</p>

	<p>Requires embedding of pathways which will be part of the review of the Preparing for Adulthood pathway and movement over to Adult Services.</p> <p>New referrals for the ICB is now being used by the Children and Adults with Disabilities Team.</p>
<p>Develop a SEND moving on event for young people</p>	<p>Worked alongside Adult Services by participating and presenting a table with information on moving on.</p>

## Workstream 3 – Integrated Care Board (ICB)

What we planned to do	What we have achieved so far
To work with the Local Authority to ensure control arrangements are robust enough to lead and implement the strategy	Active Autism Partnership Board is in place and strategy has been launched. Place Based Partnership Boards are now established and will be a key part of the governance structure.
Enabled improved access to the Local Offer	This needs LBH to work on LO accessibility and NHS and work to get this on the MIDOS (Comprehensive health, social and voluntary sector Directory of Services)
Ensure leaflet racks in all public buildings are properly stocked with up to date material	In progress
Ensure information material provided by public sector bodies is accessible and up to date	In progress
Work with autism ambassadors to assess access to services	NHSICB & NELFT to link in with ambassadors
Improve information about availability of diagnostic pathways	Children's: Communication strategy will be part of the official diagnostic pathway launch Adults: NELFT have developed some materials. NELFT ASD service can provide further information about where physical copies have been distributed and what has been uploaded to NELFT's website, this includes social media platforms.
Consider commissioning pre and post diagnostic support services	Already in place

Implementation of mandatory awareness training for all NHS staff as per NHS Plan

Oliver McGowan training is in place across Adults and Children's services.  
Conversations are taking place regarding training for GP practices and how the annual training offer for LD and ASD is re-introduced.

## Workstream 4 – Employment

What we planned to do	What we have achieved so far
<p>Havering Works to develop links with local employers</p>	<p>Attended several job fairs with the DWP and continue to engage with employers both through events and vacancies.</p>
<p>Havering Works to link with specialists services to ensure increased awareness of their support</p>	<p>Presentation was delivered to the Autism Hub, refreshing the relationship and an advisor is supporting 6 individuals weekly to help them progress towards work/training.  Links have been made through the SEND team particularly around supported internships.  Currently working with the DWP and DWP Disabilities Employment Advisors (DEA) on employment opportunities and job fairs.  Two advisors have completed the introduction to Supported Employment training offered by BASE and SDN.</p>
<p>Explore use of social value clause in contracts to encourage the Council's providers and Joint Venture Scheme to create employment and supported employment opportunities</p>	<p>A requirement for supported employment internships has been requested as part of the S106 for Lower Thames Crossing.  Discussions have begun with the Planning Team on the S106 and a Supplementary Planning Document (SPD) is being drafted.  A revised employment and skills plan needs to accompany the SPD and is awaiting draft.</p>
<p>Development of a wider offer of work opportunities including work experience and supported internships to be developed across the borough</p>	<p>Funding has been given to the Local Authority to enable the development of supported internships. A Steering Group has been established and a new lead within the Council with support from the Adult College and employment and skills team.  Two projects have been commissioned through UKSPF to provide support for people to move towards the employment, one is a joint project with Redbridge called Unity Works and the other is working</p>



	<p>with the Sycamore Trust to grow the number of businesses offering employment to people with autism as well as engaging new adults with autism to employment support.</p> <p>The Local Authority have approved the creation of a Supported Employment Adviser. Job description has been drafted and is with HR to evaluate.</p>
<p>Talent Management to have effective and targeted use of the Apprenticeship Levy to create intern schemes for young adults with autism</p>	<p>Director of Living Well has convened a Board which includes HR and external partners which may address internal posts.</p>

## Workstream 5 – Housing

What we planned to do	What we have achieved so far
<p>To ensure an agreed number of front line housing staff have autism awareness training</p>	<p>Resident Services and Housing Demand teams have programmed autism awareness training into their annual training programme. Seeking conformation that all front line staff have received autism awareness training.</p>
<p>Consider young people with autism for supported housing schemes under development (taking into account relevant eligibility criteria)</p>	<p>Young people with autism are considered as part of the Support Housing Accommodation Residential Care Board provision. The Allocations Policy has considered this cohort as part of our approach to allocating Council housing. This is expected to be approved by cabinet in June with a 6-month implementation plan. A supported housing development is being considered at Chippenham Road which is not expected to be delivered until 2026.</p>
<p>Use the housing needs data to inform more effective planning of housing for people with autism</p>	<p>On approach for support for Housing, a housing needs assessment and support plan is completed to capture a household needs. This is used throughout their housing journey both in temporary and general needs accommodation. The number of supported housing provisions have increased however further work is being undertaken to improve capturing needs data to support better planning.</p>

## Workstream 6 – NELFT/CAMHS

<b>What we planned to do</b>	<b>What we have achieved so far</b>
Improve information about availability of diagnostic pathways	A welcome pack is sent to all patients accepted into the service and a pre-diagnostic service is in place to support patients on the waiting list. A staff network has been launched alongside a podcast co-produced with service users. In the process of developing an autism champion role.
Consider commissioning pre and post diagnostic services	Pre and post diagnostic support is already in place.
Reduce waiting times	Currently skill building with new staff to increase assessments. Service continues to receive large volume of referrals, outstripping supply. Looking at digital technology to support the time taken to write reports.

## Workstream 7 – Education and Development

What we planned to do	What we have achieved so far
Contribute to national consultation regarding training	Training for schools for April 2024/2025 include Autism Education Trust (AET) and Learning about Neurodiversity at School (LEANS) Social Communication Emotional Regulation Transitional Support (SCERTS) is in progress for the Children and Adults with Disabilities Team.
Work with Havering Social Care Academy to ensure appropriate training is targeted at social care staff	Mental Capacity Assessment (MCA) and Deprivation of Liberty Safeguards (DoLs) training is now provided via the social care learning and development academy across Children’s Services.
Make autism awareness training mandatory for all new LBH staff	The Oliver McGowan training is now mandatory for all existing social care staff. This training will be ongoing to ensure new staff have this as part of their inductions.
To roll out a range of training to support staff in the Local Authority, schools and colleges in understanding, developing and promoting supported employment	In the process of establishing a Supported Employment Forum to ensure coordinated approach for employment. Additional training for schools has been delivered throughout 2023/24 by the <a href="#">Umbrella Neurodiversity Project</a> .
EHCP’s from Year 9 onwards should focus on Preparing for Adulthood outcomes across the 4 pathways	Annual review paperwork has been updated to ensure a Preparing for Adulthood focus. Social works attends EHCP reviews for children who are in Year 9 and above and are known to social care. A question and answer framework is now in place and are delivering an outcomes framework to work alongside current parent/carer forums.

Schools to be supported to do more work with young people around the 4 pathways to adulthood in both pre and post-16 provision

Currently developing an offer to schools to develop robust planning and processes to include options, aspirations and include the student voice  
An information directory is to be developed to include all available options.

## Workstream 8 – Autism Ambassadors

What we planned to do	What we have achieved so far
Support work carried out with TFL and local bus providers to raise awareness of autism	Ambassadors have reached out but are not getting a response. Lots of staff turnover at TFL, continuing to chase.
Promote and signpost information for the travel training programme	Information of travel training (DABD) displayed on Autism Hub notice board
Support initiatives with specialised transport providers	4 training sessions have been delivered to the Havering Transport Unit.
Encourage all RSL's operating in Havering to ensure that agreed number of front line staff have awareness training	Awaiting meeting to gather RSL details from Housing staff.
Support Havering Works to develop their understanding of employment pathways	Actively referring clients to Havering Works and regular meetings are taking place at the Autism Hub. 2 clients have successfully been employed and one in undertaking a volunteering opportunity.
Support and guide LBH Housing to ensure an agreed number of front line staff have autism awareness training	In-person training sessions have taking place with the Housing Income, Private Sector Leasing and Housing Operations and Services.
Support and guide Havering Social Care Academy to ensure appropriate training is targeted at social care staff	Currently in discussion to arrange training sessions.
Ensure leaflet racks in all public buildings are properly stocked with up to date material by Autism Ambassadors	To send refreshed leaflets out to all contacts and refill leaflet racks in public places.

	Leaflets have been sent to Havering Communications, awaiting response.
Ensure leaflets are up to date about the range of support and services available in the Autism Hub	Leaflets are regularly reviewed to ensure they are up to date.

## Workstream 9 – Criminal and Youth Justice Service

<b>What we planned to do</b>	<b>What we have achieved so far</b>
Utilise the National Toolkit for frontline staff on Neurodiversity developed by Government	Practice Development calendar is planning to be updated once CAMHS nurse support is re-established in the Youth Justice Service.
Work with MET police to ensure front line staff are trained	<p>Publication of Stop and Search Guidance for Autistic People was published.</p> <p>Speech and Language therapist has provided sessions with magistrates from Barkingside Court.</p> <p>An awareness session has taken place with the Youth Justice Management Board.</p>
Work closely with Health and Justice partners to improve access to assessments and referrals for support for autistic people in contact with the criminal youth system	The Youth Justice Service have a Speech and Language Therapist, Systemic Therapist support and a CAMHS nurse (post is currently vacant) who support improved access to assessments and referrals for autistic people in contact with the criminal youth system.