



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

ALL AGE AUTISM ACTION PLAN UPDATE

QUARTER 3 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

What we planned to do	What we have achieved so far
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 read 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. Recruitment has been postponed until there is further update on the future of the board post the end of the strategy in March 2025.

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 continues to be reviewed by Adult Services. The final draft will be sent to the Parent Forum and Learning Disability Partnership Board.
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.
Ensure young people and their families are identified and advised at an early stage	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.
Communicate better with young people and their parents about what is possible for their future and how each young person may get there	<p>Training and support for education and social care staff is linked to life story work and led by manages.</p> <p>Preparing for Adulthood meetings are held monthly with social workers.</p> <p>Children in Need plans now outline the process and copies are shared with parents and education team.</p> <p>Children and Adults with Disabilities manager and workers attend transition events to speak with parents and young persons.</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>Young people leaving education meetings are now held termly where information is provided around internships/supported employment and apprenticeship options.</p> <p>Children and Adults with Disabilities manager and workers attend Routes for Life and transition.</p>
Work with post 16/19 education providers to support the development of their offer	Case officers work with providers to ensure of awareness of processes in regards to the SEND Code of Practice 2015.
Develop health pathways and processes for young people aged 18-25 with healthcare needs	<p>To be developed by NELFT and ICB.</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>
Develop a SEND moving on event for young people	Worked alongside Adult Services by participating and presenting a table with information on moving on.

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	Primary care and lead GP for LDA have been approached regarding what physical materials are available in surgeries for those with autism.
Ensure information material provided by public sector bodies is accessible and up to date	Agendas and actions of all Autism Partnership Board meetings are in an accessible format. LBH publish quarterly updates on the strategy and its actions on the Havering website.
Work with autism ambassadors to assess access to services	NHSICB & NELFT have received details of Autism Ambassadors to link in with to ensure co-production and patient engagement is undertaken.
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
Havering Works to develop links with local employers	Attended several job fairs with the DWP and continue to engage with employers both through events and vacancies. Outcomes of these job fairs are to be followed up.
Havering Works to link with specialists services to ensure increased awareness of their support	Continuing to engage with Adult Social Care, the All Age Autism Service and social prescribing network to promote support. Currently networking with voluntary services across the borough.
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	A Supplementary Planning Document (SPD) is being drafted and will include targets for supported internships and employment. There are delays due to staff resource limitations.
Development of a wider offer of work opportunities including work experience and supported internships to be developed across the borough	<p>Three projects are underway to provide support for those with a learning disability or learning difficulty to move towards employment.</p> <ol style="list-style-type: none"> 1. Joint project with Unity Works in Redbridge supporting people to move from current day opportunities 2. Joint project with the Sycamore Trust to grow the number of businesses offering employment to people with autism and engaging new adults with autism into employment. 3. Have recruited a Supported Employment Adviser post.
Talent Management to have effective and targeted use of the Apprenticeship Levy to create intern schemes for young adults with autism	Limited progress due to internal changes and funding.

Workstream 5 – Housing

What we planned to do	What we have achieved so far
To ensure an agreed number of front line housing staff have autism awareness training	Resident Services and Housing Demand teams have programmed autism awareness training into their annual training programme. Seeking confirmation that all front line staff have received autism awareness training.
Consider young people with autism for supported housing schemes under development (taking into account relevant eligibility criteria)	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.
Use the housing needs data to inform more effective planning of housing for people with autism	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.

Workstream 6 – NELFT/CAMHS

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

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 includes Autism Education Trust (AET) grant allocation and training which is in progress for the Children and Adults with Disabilities Team. Learning about Neurodiversity at School (LEANS) Social Communication Emotional Regulation Transitional Support (SCERTS) has been completed.
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 Umbrella Neurodiversity Project .
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 Work is currently underway with the Council of Disabled Children to co-produce a SEND Local Area Partnership Outcomes Framework through a series of workshops with parents, young people and partners.

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	Have begun working with Diversity leads in TFL. Leads have been asked to attend the next Autism Partnership Board meeting to provide updates on what support TFL have in place their passengers with autism.
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	Autism Ambassadors arranged online training for RSL's in Havering however there was a poor turnout. Housing Contract managers have been contacted to provide pressure on the RSL's to attend future training sessions.
Support Havering Works to develop their understanding of employment pathways	Actively referring clients to Havering Works and regular meetings are taking place with the All Age Autism Service. 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 taken place with the Housing Income, Private Sector Leasing, Housing Operations and Estate 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.

<p>Ensure leaflet racks in all public buildings are properly stocked with up to date material by Autism Ambassadors</p>	<p>To send refreshed leaflets out to all contacts and refill leaflet racks in public places. Leaflets have been sent to Havering Communications, awaiting response.</p>
<p>Ensure leaflets are up to date about the range of support and services available in the Autism Hub</p>	<p>Leaflets are regularly reviewed to ensure they are up to date.</p>

Workstream 9 – Criminal and Youth Justice Service

What we planned to do	What we have achieved so far
Utilise the National Toolkit for frontline staff on Neurodiversity developed by Government	Recruitment has been undertaken and CAHMS nurse support will be re-established in the Youth Justice Service shortly who will pick up on this action.
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 who support improved access to assessments and referrals for autistic people in contact with the criminal youth system.