

Reading All-Age Autism Action Plan Year 1 2022/23



Q4 update

Priority 1: Improving awareness, understanding and acceptance of autism		Lead (s): Autism Partnership Board		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Develop a training programme to raise awareness of Autism across public and private agencies	Training programme in place and is accessed by partners	Feb 2023	Autism Partnership Board	<p>Oliver McGowen training, provided by a Skills for Care endorsed provider and now is mandatory for care staff.</p> <p>Autism Awareness is also available to all RBC care providers via greymatter learning hub - Social Care Autism Awareness Training Course CQC eLearning GML (greymatterlearning.co.uk)</p> <p>Autism Berkshire completed a ½ day training to Primary Care Social Prescribers.</p>
Develop a programme of awareness events, promotional activities for World Autism Awareness Week (29 th Mar – 4 Apr 2023)	All partnership to offer a range of public promotional and awareness events	Mar 2023	Autism Partnership Board	<p>Autism Berkshire were able to obtain a popup shop in the Oracle Shopping centre and raise awareness and signpost to local services.</p> <p>AAW was promoted via the RBC social media.</p>
Develop an Autism Web page/site	Web page developed Promotion of all providers/ activities/ information on Autism	Mar 2023	Chair of Autism Partnership Board	<p>Centre Reading Autism webpage has now been developed.</p> <p>Autism - Reading Borough Council</p>

Priority 2: Improving support and access to early years, education and supporting positive transitions and preparing for adulthood		Lead (s): BFFC & Adult Social Care		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Communication between Early Years and SEND Team to highlight number of expected children with Autism & Complex needs to be coming up into school.	SEND team able to place plan appropriately for children with Autism and Complex needs.	Ongoing	BFFC Early Years & SEND Team	There are still too few places in special schools to meet the identified need coming through from early years.
AET Training; Attention Autism & Intensive Interaction Training available within the Early Years programme	Each programme ran yearly with uptake of 30 people attendance.	Ongoing – Yearly	BFFC Early Years & SEND Team	Attention Autism 2 day course was delivered with 23 delegates Attention Autism Whole Setting Training delivered across 6 Early Years Settings Intensive Interaction delivered with 26 attendees
Early Years to Primary Transition Workstream – see attached	Actions completed from paper – less number of children requiring to offset	Ongoing – Yearly Transition plan	BFFC Early Years & SEND Team & Mainstream Admissions	This year is particularly pressured for early years places in special schools and there are likely to be a higher number of offset children remaining in nursery for another year.
Prioritising school leavers for EY SEND Advisory visit & EYFS Prime Support focussing on 2 year olds.	Increasing number of appropriate EHCPs applied before school start to ensure support in place.	Ongoing	BFFC Early Years Team	We have a Local Authority shared documentation that we encourage our Early Years Sector to use when sharing information about transitions including a family friendly SEND passport to school. Where appropriate the Early Years SEND Advisors/Portage Workers will facilitate and support transition planning, joining multi professional meetings, empowering parents/carers to liaise with the SEND team regarding transition concerns.

				<p>There has been two new SCD early years resource bases created to support early intervention for children with Social Communication needs who are able to access a mainstream curriculum; with the ambition for children to make good steady progress and transition into a mainstream school.</p> <p>Transitions has become a focus in Early Years newsletters and networks with a reminder that transitions is not a one off event but a process across the year that settings can work with their local schools together to improve support in transitions.</p> <p>There is a clear frequently asked questions guide for parent/carers that is available online to support transitions from early years to school with a focus on SEND. This provides supports clear consistent messages to the parent/carers from BFFC.</p>
Priority 3. Increasing employment, vocation and training opportunities autistic people			Lead (s): BFFC Elevate & New Directions College	
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Deliver a high quality careers service to young people and their families in order to support them to access a range of employment and training opportunities and reduce the number of SEND young people being out of education, training or employment.	<p>Sufficient and appropriate support is provided for families</p> <p>Increased participation of SEND young people in education, training and employment, reduction of young people becoming long term NEET</p>	Ongoing	BFFC Elevate	<p>Elevate continue in delivering careers information, advice, and guidance from the Youth Hub at the Curious Lounge. The hub was established in partnership with the DWP, for young people 16-25 with complex needs, including SEND young people. Between January 2022 and February 2023 over 100 young people were referred by the DWP to Elevate and were supported by the Elevate careers service. 80% of young people we supported had improved their confidence and skills and were more prepared to get closer to employment. 20% of young people we worked with moved into employment.</p> <p>The aim of the youth hub was to reduce barriers for some of the most vulnerable young people towards employment by helping them access the support from Elevate and partner organisations.</p>

				<p>In November 2022 we attended the SEND networking event at the Avenue school, and we provided advice and guidance to parents and students, some of whom were at risk of becoming NEET. Elevate careers coach has delivered personalised one-to-one careers information, advice and guidance to 12 students at the Avenue school who were planning for their transition to adulthood while they were still at school.</p> <p>Between February 2022 and February 2023, 450 1:1 and group sessions were held with Elevate at the youth hub. Over 200 young people accessed the support such as job searching, information events with Prince's Trust, job interview preparation etc. We are proactively tracking our SEND young people who live in Reading and are 16-25 years old.</p> <p>Currently our data shows that we have 39 young people, 16-25 who are NEET- Seeking Employment and Training (8.04%); 17 young people 16-25 with SEND are currently destinated as Illness (3.5%). We have significantly reduced our number of 18-25 who are Not Known, currently we have 5 young people 18-25 whose destination is Not Known (1.03%). The Not Known percentage in December was 20.3%.</p>
<p>Identify and work with local services that provide re-engagement into employment, education or training for neurodivergent young people and identify gaps in provision to improve post 16 outcomes for young people.</p>	<p>Young people to develop independent skills for working and living independently; Supporting more autistic people into vocational training and employment</p>	<p>Ongoing</p>	<p>BFFC Elevate & New Directions</p>	<p>Our plan for 2023/2024 is to increase the number of young people re-engaging into education, employment and training. A significant number of our NEET young people are not ready to look for work or training due to social anxiety, low self esteem and not feeling prepared to start work.</p> <p>In May 2023 we will launch the Hatch employability programme in partnership with UK Youth charity. We have two autistic young people already signed up on the programme. We will secure a paid work placement for 10 participants and provide job coaching during and after the programme is finished.</p> <p>We are currently building the links with employers and advocating for young people who need additional support in work place.</p> <p>We plan to commission The Alt Pro training provider in the summer term, to work with 15 young people who have multiple barriers to accessing employment, education or training, such as difficulties</p>

				<p>accessing new provision due to high anxiety levels. The Alt Pro are also able to provide work experience and certified courses in various job sectors such as construction.</p> <p>Currently, in Reading we have 6 learners on supported internship programme.</p> <p>We are currently working with SEND Team at BFfC to set up Reading's first SEND employment forum with the aim to increase the number of local employers who are able to provide work placements to SEND young people including work placements and supported internships. Our target is to double the number of participants on supported internships in 23/24. The SEN team at BFfC have commissioned Shaw Trust to deliver the supported internship programme in April and then have a new cohort starting from September. Elevate will be promoting this option to young people, parents and colleagues who work with SEND young people to increase participation.</p> <p>We are planning to hold another careers networking event in July with the aim to invite all SEND young people from year 11. Elevate is currently working with the Apprenticeships Team at RBC and Team Reading (HR at RBC) to start developing the offer to SEND young people that also include supported internships. We will continue to work closely with schools/ Reading College to identify SEND young people at risk of becoming NEET and offer support as early as possible, before they leave education or training.</p>
New Directions College to offer bespoke provision for adults with LD/Autism with a focus on developing pathways to supported employment, volunteering or apprenticeships.	Volume of adults with LD/Autism accessing bespoke programmes and progressing to supported employment.	Ongoing	New Directions College	No update received

Priority 4. Better lives for autistic people – tackling health and care inequalities and building the right support in the community and supporting people in inpatient care		Lead (s): BOB Integrated Care Board		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Reduce risk of admission and readmission Y3 of CETRs / DSR development: - Deliver agreed trajectory for children and young people (15/1M target) and CETR policy - Positive Behavioural support in place	Key worker model will be Business as Usual There will be evidence of service improvements Reduction in issues and admissions through promotion of PBS	April 2023	BOB ICS Place leads	BOB ICB Berkshire West Place have developed an agreed trajectory which they are working to. The Keyworker Programme is fully staffed and is Business as Usual. The PBS service is in place to offer training to education, social care, the voluntary sector, health and parent and carers.
Better start in life for CYP: - Plan in place to monitor & support increase in AHCs	75% CYP >14 years receive AHCs	April 2023	BOB ICS Place Leads	BOB ICB Berkshire West Place, have co-produced letters with Children and Young People and the Parent Carer Forum to send to GP's requesting an AHC. GP training has taken place to raise awareness of the AHC with the LD champions. Monthly reporting of the AHC's
Reduce wait times for autism diagnosis & pre / post diagnostic support	Autism diagnosis within 1 year Agreed model fully implemented across BOB	April 2024	BOB ICS Place leads and providers	BOB ICB are currently undertaking a Quality Improvement piece of work reviewing the wait times for autism.
Transition to adult services - 0-25 services designed and integrated with SEND & MH LTP	Improved experience of care for CYP & families	April 2023	BOB ICS Place Leads	BOB ICB Berkshire West Place continue to work with Royal Berkshire Hospital Foundation Trust to improve experience of care for CYP and families. RBHFT have mapped out the 10 transition pathways and the parent carer forums are involved with the transitions steering group/

Priority 5. Housing and supporting independent living		Lead (s): Adult Social Care Commissioning		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Undertaken a needs assessment on the number of autistic people living within social housing and the type of support they require	Needs assessment which helps to inform commissioning intentions	April 2023	Adult Social Care Commissioning	<p>Commissioning have identified that there are potentially some gaps in our current services, including:</p> <ul style="list-style-type: none"> • Short-term supported living accommodation for: <ul style="list-style-type: none"> ○ Assessment on hospital discharge ○ Step down to show Housing that they can manage a tenancy ○ Locked door accommodation • Specialist accommodation-based support for: <ul style="list-style-type: none"> ○ YP with neurodiversity requirements ○ Adults with complex MH issues ○ YP with dementia ○ People with Korsakoff Syndrome ○ People with Huntingdon's Disease ○ OP with complex dementia <p>We are reviewing the boundaries of working with people who present a risk to staff through their behaviour (which is not necessarily caused by their condition). Commissioning are working on a behaviour agreement with providers.</p>
Identify and map the different types of supported housing accommodation available in Reading and is it meeting the required need	Reconfiguration of specifications where needs provision is not meeting need	April 2023	Adult Social Care Commissioning	
Ensure guidance has considered on designing for neurodiversity (PAS 6463:2022), and ensure these policies included in the Local Plan Review and Public Realm Strategy	There is increasing understanding of how neurodivergent people experience the built environment in different ways, and how choices made within streets and spaces may affect people differently, for instance in terms of colours, materials,	Ongoing	RBC Planning Policy	The Local Plan Review, which reported in March 2023, identified the need for neurodivergence to be incorporated into an update to policy CC& on design and the public realm. This policy will be updated as part of a wider Local Plan Partial Update, due to be submitted to the Secretary of State by November 2024

	patterns and levels of visual clutter.			
Priority 6 Keeping safe and improving support within the criminal and youth justice system		Lead (s): Autism Berkshire		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Support Autism Berkshire in the continued roll out of the Thames Valley Autism Alert card.	Increased use of the card across all areas	Mar 2023	Autism Berkshire	Autism Alert cards are now distributed to all Reading Police Stations
Support collaboration work with Thames Valley Police and Autism Berkshire, and the continued roll out of the Autism awareness training to front line officers	Autism awareness training of all front line officers completed.	Mar 2023	Autism Berkshire	Autism Berkshire has a rolling programme of training with the Thames Valley Police. There is proactive links with the National Police Autism Association and the Force Autism Support lead. Autism Berkshire are now supporting the TVP Neurodiversity Support Network.
Priority 7: Supporting families and carers of autistic people		Lead (s): Autism Partnership Board		
Action	Measure of Success / Outcome	By When	By Whom	Quarter 4 update
Early Help Service's at BFfC to ensure that all families/carers of autistic children are linked with the Autism Advisor and local autism support services.	Family Workers will refer families to autism advisor as part of their work and this will be captured in the EH plan and/or case notes.	Ongoing – Yearly	BFfC Early Help	Family Workers are aware of the Autism Advisor support and regularly 'refer' families to her. They are also aware of other local autism support services and will signpost families to these as appropriate. Autism Advisor Service offers consultations to family workers in order to support their work with families of autistic young people.

<p>All parent/carers in Reading following a child's autism diagnosis have access to BfC's Autism Advisor. The autism advisor can offer advice & guidance to parent/carers. Ensure families are linked with relevant services and will run the Living with Autism course for parents 5 times per year.</p>	<p>Living with Autism post course questionnaires.</p> <p>Autism Advisors yearly summary of support offered and number of parent meetings.</p>	<p>Ongoing – Yearly</p>	<p>BfC's Autism Advisor</p>	<p>Autism Advisor continues to be copied into all CAMHS reports and offers all families a home visit or virtual meeting.</p> <p>April 2022 – April 2023: Autism Advisor Service received 221 referrals.</p> <p>April 2022 – April 2023: Autism Advisor Service 103 parent meetings completed</p>
<p>BfC reviewing short breaks to meet the needs of families and consider the strategic interplay with SENDS. Overall offer of short breaks to family in communications with all SENDS organisations and via BfC local offer.</p>	<p>Parents/Carers have a clear understanding of short break services. This is captured via BfC parent feedbacks.</p>	<p>Ongoing – Yearly</p>	<p>BfC Early Help</p>	<p>Family Workers are able to support families to these services as appropriate. BFFC have a robust feedback process.</p>
<p>Commissioned ASC/BfC carers assessments to the Partnership Board.</p>	<p>Sampling of carers assessments and services available and afterwards from BfC and RBC.</p>	<p>Ongoing – Yearly</p>	<p>ASC / BfC</p>	<p>New carers partnership has now been commissioned to provide a more timely service for carers assessment and support</p> <p>For Carers - Reading Mencap</p>