

Derbyshire Integrated Care All Age Autism Strategy 2023-2028



Derby City Council



Derby and Derbyshire
Integrated Care Board



Forword – Joined Up Care Derbyshire

Since the publication of the last Joint Derbyshire Autism Strategy, we have taken great strides in improving planning, services, support and outcomes for people with autism, however there is still work to do.

We believe that there must be no limit to the ambitions of autistic people; they should have the same opportunities as everyone else in society. This All-Age Joint Autism Strategy sets out our aspirations and intentions for supporting autistic people into employment, education and training, providing earlier diagnosis and support, better training for professionals who work with autistic people and opportunities for seeking help and support at an earlier stage.

We recognise that every autistic person is different, and our ambition is to change and improve how care and support is delivered for autistic people and their families. Joined Up Care Derbyshire aims to deliver preventative and flexible support, provided in local communities across Derbyshire. The actions we will be undertaking over the next five years as outlined in our plans, will make a difference and ensure that autistic people are recognised, validated and empowered to live the lives that they want to live.

'As co-chair of the Joint Derbyshire Autism Partnership Board, I am delighted to support the ambitions and intentions outlined within our new strategy. This plan provides the groundwork for the changes needed to enable children, young people and adults of all ages with autism, and their families, the opportunity to lead happy, healthy and valued lives across Derbyshire.'

Craig Kennady – Co Chair of the Joint Derbyshire All Age Autism Partnership Board

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Context

In Derby and Derbyshire, it was estimated that in 2020 there were approximately **11,660 autistic people**, split into **9,300 adults** and **2,360 children** (1). However, Joined Up Care Derbyshire (JUCD) suggest that these numbers could be much higher (2).

The Autism Act (2009), which only applies to adults, was enacted over 10 years ago with the aim of addressing the multiple social disadvantages and health and care inequalities autistic adults faced. Since then, the government has published 2 adult autism strategies, which have resulted in greater awareness of autism across society, as well as significant improvements in the priority placed on autism across government.

In 2021 the new all age national strategy (3) was published, replacing the previous *Think Autism* strategy for adults. It ***‘extends the scope of the strategy to children and young people for the first time, in recognition of the importance of ensuring that they are diagnosed and receive the right support as early as possible and across their lifetime’*** (3).

We are committed to delivering the national strategy alongside local priorities for autistic people and their families in Derby and Derbyshire. This is a joint Autism Strategy for adults, children and young people across Derby and Derbyshire and it has been written collaboratively with:

- Autistic people and their families and carers
- Derbyshire County Council
- Derby City Council
- Derby and Derbyshire Integrated Care Board
- Derbyshire Healthcare Foundation Trust
- Derbyshire Community Health Services
- The Derbyshire Autism Partnership Board
- Voluntary and Community Partners

All partners are committed to working collaboratively to deliver high quality autism services and support and to enable autistic children, young people and adults to live the life they want. Wider partners are also working alongside this and are in the process of being brought into this work where they can be.

Summary of the National Strategy

The government's refreshed national strategy for improving the lives of autistic people and their families and carers in England, extends the scope of the strategy to children and young people for the first time, in recognition of the importance of ensuring that they are diagnosed and receive the right support as early as possible and across their lifetime.

Progress towards the national vision has been split into 6 themes:

Improving understanding and acceptance of autism within society

- This aims to improve the understanding of how autism affects people differently, including the difference in how women and girls present.

Improving autistic children and young people's access to education, and supporting positive transitions into adulthood

- This aims to improve support provided both in and outside of schools, as well as the transition into adulthood, enabling more autistic people to live well in their own communities.

Supporting more autistic people into employment

- This aims to make progress in closing the employment gap for autistic people and encourage more employers to be confident in hiring and supporting autistic people and improving their experience of being in work.

Tackling health and care inequalities for autistic people

- This aims to reduce health inequalities and make significant progress to improve early identification and reduce diagnosis waiting times.

Building the right support in the community and supporting people in inpatient care

- This looks to reduce the number of autistic people and people with a learning disability being admitted into inpatient services. This can be achieved partly by improving the suitability and availability of housing support and social care.

Improving support within the criminal and youth justice systems

- This aims to improve the police and wider criminal and youth justice system staff's understanding of autism so that autistic people are more able to receive the right support, adjusted to their needs.

Acknowledgements

A huge amount of work has gone into writing this strategy.

A variety of meetings have been held to ensure it is collaboratively written and co-produced. This would not have been possible without help from our experts by experience, families and carers, voluntary sector organisations and other local authority and health colleagues.

We want to extend our sincere thanks to everyone involved for taking the time to help us develop a strong, joined-up strategy and ensuring that autistic people, their families and carers are at the heart of what we are trying to achieve.



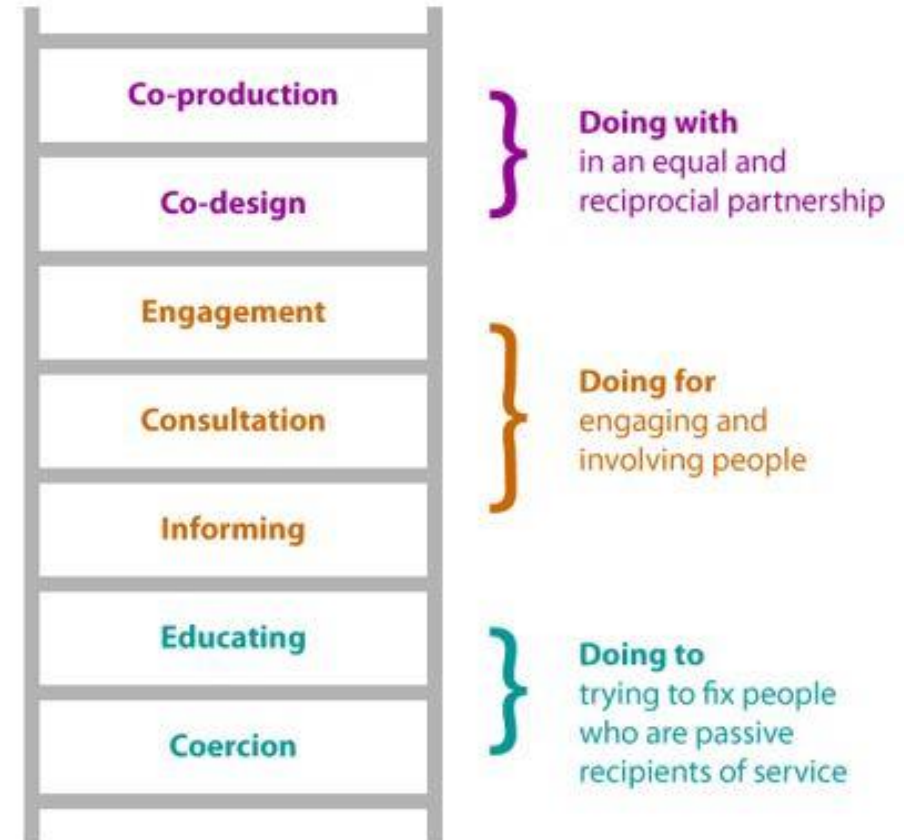
Our Commitment to Co-Production

Co-Production is an approach where people, family members, carers, organisations and commissioners work together in an equal way, sharing influence, skills and experience to design, deliver and monitor services and projects.

This strategy is a product of the following comprehensive program of coproduction which includes:

- Derbyshire Joint Autism Partnership Board
- Experts by Experience advisory/subgroup
- Listening to the voices of autistic people through their health and social care assessments
- Three JUCD workshops
- Monthly Task and Finish workshops
- A comprehensive review of achievements during the last strategy period.
- The learning from several new services for autistic people that have been piloted since 2018

Working together we have built a picture of the challenges facing autistic people and their families to help better understand and inform how we can ensure that autistic people are recognized, validated, and empowered to live the lives they want.



What People Have Told Us

'Be creative, use us, value us to work with other autistic people.'

'The joined-up approach is the best it has ever been.'

'It is vitally important that my child is seen as more than just their autism...'

'If I had one wish it would be that autism training and autism services be provided by or informed by adults with lived experience.'

'Some of the other students don't understand me because I operate at a higher level of understanding for some things.'



'Would like to create stability & vibrancy in the front-line workforce and move away from firefighting.'

'I wouldn't be able to succeed without the people around me.'

'It is vitally important that my child is seen as more than just their autism. I expect a person-centred service which integrates all their needs.'

'We need to bring people together and share the ownership of the challenge.'

What is Autism?

Different words are sometimes used to describe autism. Terms like Asperger's syndrome, autism spectrum condition (ASC), autism spectrum disorder (ASD) and sometimes just autism. Autism is a spectrum condition, meaning that every autistic person is different. Autism, using a medical definition is often defined as:

'... a lifelong developmental disability that affects how a person communicates with, and relates to, other people. It also affects how they make sense of the world around them. It is a spectrum condition, which means that, while all autistic people share certain difficulties, their condition will affect them in different ways. Some autistic people live relatively independent lives, but others may have accompanying learning disabilities and need a lifetime of specialist support. People on the autism spectrum may also experience over or under sensitivity to sounds, touch, tastes, smells, light or colours' (4).

However, in recent years, there has been a movement towards using a more social definition of autism. The social model of disability was developed by disabled people and is described as follows,

'This model says that people are disabled by barriers in society, not by their impairment or difference. Barriers can be physical, like buildings not having accessible toilets. Or they can be caused by people's attitudes to difference, like assuming disabled people can't do certain things' (5).

Terminology

Identity First Language

We will be using identity-first language rather than person-first language (i.e., 'autistic people' rather than 'people with autism') as this was the stated preference of many of the autistic people who engaged with this work. This also aligns with research based on the response of over 3,000 people, led by the National Autistic Society (6).

We do, however, acknowledge that some people prefer the term 'person with autism'. The term autistic also covers those who identify as having Asperger's syndrome. Although we have used identity first-language throughout this document, we recognise the importance of understanding and respecting the language preference of every individual when speaking with them. Any instances of person-first language relate to people with autism whose preference is for person-first language or are a direct quote from people with autism.



Derbyshire and Derby City

Derbyshire will be used throughout this strategy to refer to the geographical footprint of both Derby City and Derbyshire Councils.

Experts By Experience (EBEs)

Throughout this strategy, reference is made to Experts by Experience or EBEs. This term is used to broadly describe autistic people, their families and carers, who are a voluntary or paid employee that have lived experience, who have been instrumentally involved in developing the ideas and experiences shared throughout this document.

Our Vision

Our vision for this strategy is to maximise the opportunities, support and services made available to autistic people and those on the autism diagnosis journey in Derbyshire.

This means that for approximately **11,660** Children and Adults in Derby and Derbyshire who are autistic (1) :

- We want to ensure that autistic people are recognised, validated, and empowered to live the lives they want. This includes feeling part of their local community, being able to easily and readily access everyday services and receive any specialist support that they might need, with the ambition for Derby and Derbyshire to be a safe and inclusive space for all people, including autistic people.
- We want to ensure a **joined-up approach** to the strategy is implemented which emphasises the **social model of disability**, so improvements are made in a wider range of areas. This should include **access to a diagnosis, adopting strength based diagnostic criteria**, providing **support for those waiting for a diagnosis, those with a diagnosis and those without, employment opportunities for autistic people** and implementing **better training and awareness** for the wider community, which should be **led and produced by autistic people**.

By listening to and working with autistic people, families, carers, partner organisations and professionals, we have determined five key strategic priorities, which have the ambition to reconfigure how care and support is delivered for autistic people and their families. We aim to move away from interventions in a crisis to providing preventative and flexible support within local communities.

Our vision is to help support and deliver on these priorities in every capacity over the next five years.



Key Data and Context

This data tells us that some autistic people do not need care and support from specialist services, whilst others do.

In December 2022, the average ASC waiting times for an assessment were as follows,

ASC Assessment Waits	Average Wait (weeks)	Longest Wait (weeks)
Adults	73	204
Children and Young People	33	53

590 autistic people are in receipt of long-term support from the local authorities (7).



Autism is the most common primary need for children and young people with an Education and Health Care Plan (EHCP) in Derby. Autism is the most common primary need in specialist schools in Derbyshire (7).

More men and boys have an autism diagnosis than women and girls. However, this is likely attributable to lack of awareness & diagnostic overshadowing (9).

Note: Girls are more likely to 'mask' resulting in a missed diagnosis.

The employment rate for autistic people in the UK, aged between 16 and 64, in the year ending 2021 was estimated to be 29% (8).

What did we achieve during 2017-2022

Access to Training

- A task and finish group mapped out existing autism training provision across Derbyshire to understand where the gaps were. Areas for further development were identified, including better targeted training provision for organisations delivering crisis support and the availability of access to good training for people supporting autistic children and young people. Locally we participated in the national Oliver McGowan Mandatory Training Pilot and plan to continue to implement this training.

Autism Information and Advice

- Our 2017-2020 pledge primarily focused on 'enabling people to live well'. Steps were taken to improve the information and advice available to people. We commissioned a new Autism Information and Advice service, and this has been successful in establishing a single point of access for information and advice.

Autism Alliance

- The facilitation of the Autism Alliance, where members of the Autistic community, their families, friends and carers, along with professionals, can come together, share their experiences of ASC and feed into the development of ASC services in Derby and Derbyshire. The Alliance meets monthly and is open to all.

Brain In Hand

- Autistic people across Derbyshire were given the opportunity to take part in a pilot to trial support via the Brain in Hand app. The app helped people to self-manage anxieties in difficult situations and provided support to live more independently.

Care and Accommodation Support

- Following the publication of the working age adults and specialist accommodation and support strategies, we have developed accommodation and support strategies and market position statements to communicate to developers and providers about the accommodation needs of autistic people in Derby and Derbyshire and we have increased provision throughout the City and the County

What did we achieve during 2017-2022

Community of Practice

Derbyshire Autism Services

Experts By Experience

Living well with Autism

Specialist Autism Team

- We have commissioned a new VCSE 'Lead Organisation' and created the Community of Practice (COP). See slide 16 for more information.
- We also further developed services that support autistic people. All have proven to increase support to help people live the life they want in their community with knowledge and skills to enable them to build personal resilience and a strong support network.
- Following a growth in membership of Experts by Experience (EBE) who attend the Autism Partnership Board (APB) meetings, an agreement was reached to develop a separate EBE meeting prior to each main Autism Board meeting. This offers a safe space for autistic people and their carers/families only to discuss issues, topics and concerns that they would like to raise at the main APB. It ensures that the voice of autistic people are heard and represented.
- We are proud to say that we are supporting businesses to become more autism-inclusive. This includes opportunities for low stimulus environments, reasonable adjustments and improved awareness.
- We have invested in the creation of a new NHS 'Specialist Autism Team'. This means that autistic people without a learning disability can receive specialist assessments and support when they are 'experiencing crises' or are at risk of admission to hospital.
- * We had a proposal approved to create a new Children and Young People Key Worker Service. This aims to provide intensive support for autistic children and young people (and those with a learning disability) who without support, may be at risk of hospital admission or placement in long term residential care .
- * The Autism in Schools project has been active in 7 schools across Derbyshire and Derbys City during its first year and it will be taking on an additional 10 schools across the county in its second year. It continues to co-design programmes of work with parents/carers at schools to understand issues and find joint solutions via changes to school policies to meet outcomes.

*Awaiting confirmation

How well have we done in meeting the requirements set out in the Derby and Derbyshire 2017-2020 pledge?

- We have been working to complete as many of the 2017-2020 pledges as possible, and we are pleased to say that most of them have been completed and have gone on to impact positive change across Derby and Derbyshire.
- We are still committed to completing the remaining pledges and, as a result, have incorporated these into our action plan going forward. You will be able to see these factored into later slides which will discuss what we hope to achieve and how we hope to achieve it.

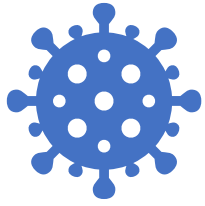


Community of Practice (CoP)

- A **community of practice** is a group of people who *share a concern or a passion for something they do and learn how to do it better as they interact regularly*.
- Joined Up Care Derbyshire **commissioned a lead organisation to test a new way of commissioning** by which public sector funding can be released and used flexibly by the voluntary and community sector to co-design and implement person-centred, community autism support.
- The **aim** of the **Autism Community of Practice (CoP)** is to **better understand gaps in the current autism support offer for autistic people**. It provides an opportunity to share best practice and for members, including those with lived experience, to offer mutual support to help co-produce, develop and improve access to timely and appropriate support for autistic people and their carers across Derby and Derbyshire.
- **Membership is open to all individuals and organisations who have knowledge or an interest in the development and improvement of autism support in Derbyshire and Derby City**. Meetings are held monthly. CoP members as equal partners, can add items to the agenda for discussion to help inform areas of development or evidence best practice and what is currently or has previously worked well, as well as highlight any gaps in current support.
- **Commissioners** in Joined Up Care Derbyshire **share individual work packages with the CoP**, which include funding and service specifications which have been identified to bridge a gap or improve current autism support. This allows a greater emphasis on community, asset-based commissioning and provides more opportunities for innovation.
- **Community of Practice Engagement Events** are held as and when needed to discuss agreed work packages and are an opportunity to discuss support models and who may be best placed to deliver this support. All members can be as involved as much or as little as they wish, and all contributions help to develop future support services.
- **The lead organisation is responsible for ensuring that work packages are developed and delivered** based on agreed service specifications and that the **required outcomes for autistic people and their families are met**.



Covid-19



The Covid-19 pandemic has had a considerable impact on autistic people due to the restrictions this has placed on everyday life, specifically in relation to accessing support and services (10).

For the local Covid response, several health and social care staff were redeployed to support frontline colleagues in dealing with the pandemic. This had a significant impact on the 2017-2020 pledges and achieving some of our ambitions, including a significant negative impact on autism diagnostic assessment waiting times. The aim is to carry this ambition forward, withing with Experts by Experience towards improving timely access to autism diagnostic assessments and to keep people fully informed of the process and associated timescales.

Whilst significant achievements were made during this time, there are some areas where we haven't performed as well. This will help inform the specific target areas to work on, and the five-year action plan for this strategy.

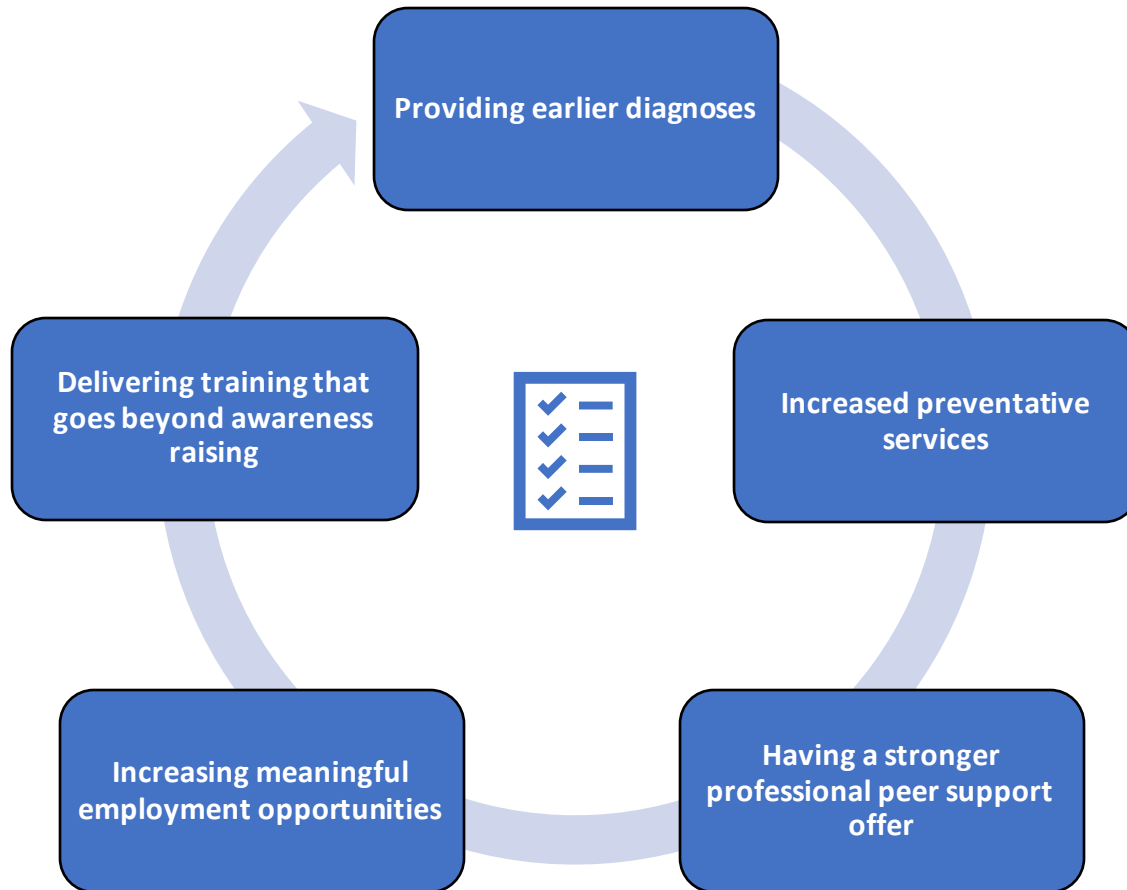
Following the first national Covid-19 lockdown, JUCD commissioned a survey with people with learning disabilities and autism and their families and carers. The survey was undertaken by one of our voluntary sector partners in Derbyshire.

Set out below are the most prominent themes that Derbyshire people identified as important issues to address, including support that was difficult to access or not readily available during the lockdown periods (10),

- Supporting the mental health of all people, with a strong emphasis on vulnerable communities such as autistic people, individuals with a learning disability and their parents and/or carers
- Involving people who draw on care and support in decisions around changes to service delivery
- Broadening the options for help and support available to autistic people or those with a learning disability, such as a 'local information hub'
- The availability of Information packs for each local authority district / borough, regarding specific learning disability and autism services that people could approach for support

Our Strategic Priorities for 2023-2028

Through co-production, these are the priorities autistic people and their families have told us we need to focus on and go beyond previous achievements:



Providing earlier diagnoses

In line with the new All Age Strategy, we want to work towards improving wait times for a diagnosis, with a focus on Children and Young Peoples diagnosis and working towards the intent that those on the waiting list, can receive support earlier.

Increased preventative services

We are committed to increasing the offer of preventative services in Derby and Derbyshire, both pre- and post- diagnosis. If we can reach people earlier, then a good foundation of support can be provided for an individual and we are more likely to prevent people reaching a crisis point.

Having a stronger professional peer support offer

We are committed to improving the peer support offer available locally and increasing the role of experienced and knowledgeable autistic people who wish to deliver peer support services.



Increasing meaningful employment opportunities

We are committed to ensuring more autistic people are employed and have a more active role in Derby and Derbyshire's workforce.

Delivering training that goes beyond awareness raising

We are committed to widening our autism training offers to deliver more targeted and specific training.

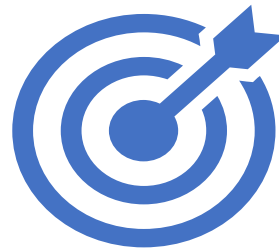
Providing Earlier Diagnosis

 What we have already	 The Vision
<p>Diagnostic Services.</p> <ul style="list-style-type: none">• Derbyshire Healthcare Foundation Trust, 0-16 and 18+• Sheffield Adult Autism and Neurodevelopmental Services, 16+• University Hospitals of Derby and Burton and Chesterfield Royal Hospital, 0-16• Private organisations which provide diagnostic assessments. These can be accessed via 'Right to Choose' or funded by the individual <p>These services are experiencing an unprecedented rise in demand for diagnostic assessments, informed by greater societal awareness, recognition and attitudes towards autism and the impact of COVID-19 on NHS services. Joined Up Care Derbyshire are working together to redefine their approach to ensure there is increased capacity in diagnostic service to meet rising demand and address waiting lists</p>	<p>Our vision is for autistic people, whether adults or children, to have easy, equitable and timely access to a diagnostic assessment should they want it.</p>
<p>NHS services that refer to diagnostic services and/or contribute to a diagnostic assessment.</p> <ul style="list-style-type: none">• Child and Adolescent Mental Health Services• Community Mental Health teams• Speech and language therapy• Occupational therapy• Clinical psychologists• Community paediatricians	<p>This assessment will provide a joined-up, all-age approach, involving different people and disciplines as needed for each person to inform meaningful, person-centred outcomes which extend beyond the diagnostic assessment itself.</p>
<p>Further ways that someone can be referred for a diagnostic assessment</p> <ul style="list-style-type: none">• Self-referral (adults only)• Referral from a social care or an educational professional (such as Derbyshire Learning, Access and Inclusion teams; Inclusion Support Services, All Children Receiving Education, All Age Inclusion Service and SEND Assessment Service, and Derby City Specialist Training and Psychology Service). These are often triaged through a 'Single Point of Access' (SPOA)	<p>Support will be provided to people and their support network(s) (such as their families) throughout the process, including helping people understand what a diagnostic assessment is (and isn't) and will ensure people feel recognised, validated and empowered.</p>
<p>Support from the VCSE that can be accessed during the diagnostic assessment pathway (pre, during & post)</p> <ul style="list-style-type: none">• Commissioned providers (Citizen's Advice Mid Mercia, Derbyshire Autism Services, Living Well with Autism)• Non-commissioned providers	



Providing Earlier Diagnosis

Goals

- People, parents and professionals to better understand autism and identify autistic people seeking a diagnosis and/or support at the earliest practical opportunity.
- Improved awareness of the autism diagnostic assessment process, including what a diagnostic assessment is and isn't and what the range of outputs/outcomes can be.
- Improve and simplify the process by which someone can request a diagnostic assessment referral. This includes understanding of 'informal' and 'formal' screening and triage processes.
- Reduced waiting times for diagnostic assessments once a referral has been made.
- Assessments are person-centred, accessible, adjustable and strength-based, involve all the relevant people, and focus on outcomes for the individual and their support network(s), rather than treating the diagnostic process as just an end in-itself.
- Throughout the process people are referred to appropriate diagnostic support (whether pre-, post-, alongside diagnosis and pathway support). This support should be person-centred, strength-based, outcome-focused and aligned with support where it is needed.
- Those people who do not receive a diagnosis (or are screened/triaged out earlier in the process) should be referred as appropriate to any alternative diagnostic processes and/or support that they may need.
- Referring/signposting services take a proactive approach in identifying any support individuals may need to access pre-diagnostic and post-diagnostic services.



Increased Preventative Services

 What we have already	 The Vision
<ul style="list-style-type: none">• The Autism Information and Advice Service	<p>We want to reach people earlier and prevent people from reaching crisis or needing acute care. We want services to be more flexible and accessible, meeting people's needs as they present, without the need for a diagnosis.</p> <p>We want holistic, person-centred support, which gives people the confidence to access services and helps them to empower themselves.</p> <p>We want to develop a 'one-stop-shop' approach extending across education, health and social care so it's easy to find information and access the right type of support.</p>
<ul style="list-style-type: none">• Living Well With Autism Service	
<ul style="list-style-type: none">• Derbyshire Autism Services range of support services	
<ul style="list-style-type: none">• The Community of Practice	
<ul style="list-style-type: none">• Neurodevelopmental Information Portal on the Derby and Derbyshire Emotional Health and Wellbeing website	
<ul style="list-style-type: none">• Derbyshire All Age Inclusion Support Services	
<ul style="list-style-type: none">• Derbyshire and Derby City Children's Inclusion Services	
<ul style="list-style-type: none">• Specialist Teaching and Educational Psychology Services	
<ul style="list-style-type: none">• Support in schools - Autism Outreach, Behaviour Support, Early Years SEN, SSSEN, educational psychologists	
<ul style="list-style-type: none">• Information, advice and guidance - Local offer: online directories (autism portal), VCSE, National Autism Society, East Midlands Autism	



Increased Preventative Services

Goals

- Working with the autistic community to listen to their experiences, including the positives that they have experienced, the challenges that they face or have faced, and how they can be supported in the prevention of reaching crisis point
- Ensuring that the public properly understands and is accepting of autism, including the strengths and the challenges that autistic individuals face, particularly in daily life. To understand that every autistic individual is different, to have clear knowledge of how distressed behavior may exhibit itself, and how to support an individual exhibiting it
- There should be an improvement in accessing education, and autistic individuals transitioning into adulthood should feel positively supported
- Autistic parents/careers caring for autistic children/individuals should be adequately supported with their own needs as well as those that they are caring for
- This is further improved by allowing parents to self-refer their children, getting them on the pathway for diagnosis quicker
- Building the right support in the community by working to improve community support
- Improving support within the adult and youth justice systems; reviewing findings from the call for evidence on neurodiversity and developing a toolkit to educate frontline staff about this, and the additional support that people might need
- ND Community Hubs that have been co-produced by service providers and experts by experience and will provide pre- and post-diagnostic support that will wrap around the assessment pathway
- CYP, families, adults and/or professionals can access a range of support provided by the hubs which will aim to reduce the number of people being referred for assessment
- The introduction of a new Emotionally Based School Attendance (EBSA) service – launched in October 2022 led by Derbyshire Educational Psychology service for Derby City and Derbyshire schools



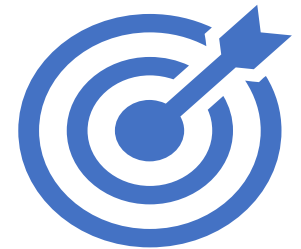
Having a Stronger Peer Support Offer

 What we already have	 The Vision
<ul style="list-style-type: none"> • A better understanding of current gaps in provision 	<p>Peer support is sharing knowledge or providing emotional support, social interaction or practical help. It can be provided face-to-face, on the phone or online. It may be weekly, monthly, ongoing or for a limited time.</p>
<ul style="list-style-type: none"> • Community of Practice post-diagnostic work package- peer support identified as an important element to be delivered as part of this work package with peer support identified as an important element 	<p>Peer support can be,</p> <ul style="list-style-type: none"> • Support groups or self-help groups, run by trained peers and focus on emotional support, sharing experiences, education and practical activities and included within preventative services where appropriate
<ul style="list-style-type: none"> • Distribution of district packs detailing offers available to autistic individuals around Derby and Derbyshire 	<ul style="list-style-type: none"> • One-to-one support, sometimes called mentoring or befriending. Having someone to talk to, to support with life skills, and to set targets to work towards.
<ul style="list-style-type: none"> • Findings from CoP peer support surveys that inform what peer support is available in Derby City and Derbyshire. 	<ul style="list-style-type: none"> • Online forums and groups
<ul style="list-style-type: none"> • DAS Peer Support, training and employment offer 	
<ul style="list-style-type: none"> • Derbyshire County Councils Children and Young Peoples Education Autism Strategy 	<p>Our vision is to have a timely and responsive professional peer support offer that aims to improve people's wellbeing, meaning that they have easier access to, and larger support networks, better self-esteem, confidence, social and communication skills and fewer hospital stays.</p>



Having a Stronger Peer Support Offer

Goals

- The reduction in the number of people reaching crisis/ needing to access acute care
- To ensure that people who require acute care receive follow up services, including feedback on how the service could be improved
- A reduction in the number of early deaths in autistic people
- In-person support for autistic adults
- 'Joined-up care'
- A PLACE-based approach - helping to ensure that we've got coverage across the county and linking into local community groups/services etc. (which can be supplemented by a digital offer)
- Aiming for 100% peer support by autistic individuals/ those with lived with experience of ASC. Lived Experience includes autistic people as well as their family and carers
- Offering training and structure to allow peer support to be delivered in a safe way



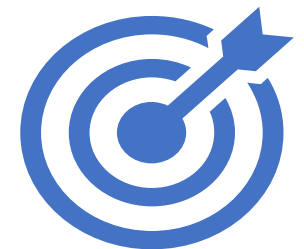
Increased Meaningful Employment Opportunities

 What we already have	 The Vision
<ul style="list-style-type: none">• Career coaches	<p>Our vision is to support a revolution on how we approach recruitment and retention for autistic people leading to improved meaningful employment and better life outcomes, reducing health inequities. Simply, we want to improve the numbers of autistic people gaining and retaining meaningful employment.</p> <p>This requires a practical response including acting as role model employers ourselves. We aim to create clear pathways and support for the transition out of education or unemployment into apprenticeships, employment or further education. This should be supported in conjunction with in-employment support for autistic people – including navigating situations and handling social expectations</p> <div><p><i>'(Autistic people) should be able to successfully live in an ever-changing world, to have the skills to access an independent life where they can achieve their goals.'</i> (SENCO, Primary School)</p></div>
<ul style="list-style-type: none">• Youth employment support hub (Chesterfield and virtual - 16 – 24)	
<ul style="list-style-type: none">• Autism Plus	
<ul style="list-style-type: none">• Derbyshire Autism Services (DAS)	
<ul style="list-style-type: none">• DAS/DWP/ Autism Info and Advice	
<ul style="list-style-type: none">• Disability Employment Service (Derbyshire)	
<ul style="list-style-type: none">• Department of Work and Pensions (DWP)	
<ul style="list-style-type: none">• Adult Improving Access to Psychological Therapies (IAPT)	
<ul style="list-style-type: none">• Derbyshire Careers Service – Career Coaches	
<ul style="list-style-type: none">• Youth Employment Support (YES)	



Increased Meaningful Employment Opportunities

Goals

- Involving autistic people in the improvements – for example, how to improve the learning of interviewing – what would an autistic person need?
- Improve autism specialist numbers within services, with more in-depth knowledge of autism
- Increase numbers of employed autistic people – including increasing in-house placements in the local authority
- Improve links between services that are already there
- Support and improve the development of statistics to understand if what we have works
- Derbyshire has become a licenced Autism Education Trust (AET) Partner and has designed a plan to deliver the AET's top-quality autism education and culture change programme to all education settings. More information on the AET can be found at www.autismeducationtrust.org.uk/
- Autistic children and their family carers will know what they should expect from their education settings
- Children and young people will feel supported at school with a focus on antibullying policies
- Create Mainstream and Specialist partnerships to explore joint working opportunities including sharing resources/placements and additional support options within mainstream secondary provision



Delivering Training That Goes Beyond Awareness Raising

 What we already have	 The Vision
<ul style="list-style-type: none"> Autism Information and Advice Free autism awareness raising training to statutory professionals in Derbyshire County / Autism awareness raising for non-statutory professionals and professionals external to Derbyshire County for a fee (£200 + VAT for 20 people) Living Well with Autism A free 1-day course for individuals, families, friends and carers within Derbyshire County. The course is also offered to Derby City residents at an introductory rate of £65; Derbyshire Autism Services A list of professional training services – including advice and guidance on how to get the best out of an employee or colleague with Autism; initial awareness raising for front line staff interacting with autistic clients Oliver McGowan Training Joined Up Care Derbyshire sought several opportunities to be a part of the Oliver McGowan Mandatory Learning Disability & Autism Training Pilot. Professionals from across the Integrated Care System, including acute hospital & advocacy staff, received training led by people with lived experience. 	<p>We want to deliver training to a wide range of people, tailored to meet need. We want to grow the offer for individuals, parents and organisations. The training should be strength focused, incorporating the societal/social and environmental models of disability. This should be about awareness, but it should also go beyond that. It looks to educate and improve understanding earlier, to help everybody to live well. It should be targeted to meet the needs.</p> <p>Training should be developed with an understanding that ‘one size does not fit all’. It should, where possible, be designed and delivered by autistic people. As a minimum, it should be informed by those with lived experience. We want to improve the circumstances for all ages, so it needs to include schools, staff, GPs and employers.</p> <p>Alongside this, research should be undertaken to explore what good training looks like. This will be informed by those that have both delivered and received training, to help develop future training provisions.</p>
<p>Please follow this link for more information and a full list of training options: Derby & Derbyshire - Emotional Health & Wellbeing (derbyandderbyshireemotionalhealthandwellbeing.uk) </p>	

Delivering Training That Goes Beyond Awareness Raising

Goals

- Increase the number of people who have access to appropriate training
- Assess the impact the training has on individuals and their families
- Improve the number of training programmes delivered by autistic people, or those with lived experience
- Improve both health and social care's understanding of autism and the impact it can have on people's lives
- Reduce inequalities faced by autistic people due to the lack of understanding of professionals and the wider community
- Engage with community facilities, universal services and voluntary sector organisations to support reasonable adjustments so they are autism accessible meaning that there are services and support available to children and young people with autism whether or not they are eligible for statutory services
- Improve understanding of autism in a child or young person's local schools so they can receive an appropriate education within their community
- Training for Schools – on site bespoke training delivered by specialist teaching teams for Derby City schools (STePS)
- Supporting increased training for judicial system staff to ensure improved access to the relevant services and knowledge
- Ensuring that society understands, accepts and embraces autistic people (including but not limited to all staff who work across the health and social care system).



Next Steps

Next Steps

- This draft strategy will be taken through individual organisational governance processes and through JUCD to ensure that all system partners are signed up to the strategic priorities
- All partners will develop a delivery plan setting out how the strategic priorities will be realised
- We will ensure that all implementation partners involved in the **Derbyshire Integrated Care All Age Autism Strategy** commit to their own organisational implementation plan
- We will continue to **co-produce with Experts by Experience**, reporting back on each of the **Derbyshire Integrated Care All Age Autism Strategies** priorities
- We will continue to hold quarterly **Autism Partnership Board** meetings
- We will continue to hold quarterly **Experts by Experience** meetings to provide continuous opportunities for co-production with autistic people in Derbyshire
- We will review the **Derbyshire Integrated Care All Age Autism Strategy** annually to ensure that we are working towards our overall ambition of providing the best quality support for autistic people living in Derbyshire
- We will continue to use data and information to ensure we are aware of changing population needs and any impact on demand and capacity for services and support for autistic people
- We will track the **impact, demand and capacity** within our pathway and identify further resources required to support our shared priorities



Glossary of Terms

Abbreviations	Term	Description
ASC	Autism Spectrum Condition	A lifelong developmental disability that affects how a person communicates with, and relates to, other people. It also affects how they make sense of the world around them (4).
COP	Community of Practice	A group of people who 'share a concern or a passion for something'
EBE	Expert by Experience	An EBE is a voluntary or a paid employee that has lived experience, that also actively works alongside a professional body to make better changes
JUCD	Joined Up Care Derbyshire	Joined Up Care Derbyshire is the Derby and Derbyshire health and social care partnership for adults and children.
ICB	Integrated Care Board	An ICB is a statutory body which brings together NHS organisations and partners to improve population health and establish shared priorities within the local NHS. ICBs replaced Clinical Commissioning Groups as the local statutory NHS body.
BRS	Building the Right support	Action plan to strengthen community support for people with a learning disability / autistic people and reduce reliance on mental health inpatient services.
LeDeR	Learning from Death Mortality Review	LeDeR reviews deaths to see where we can find areas of learning, opportunities to improve, and examples of excellent practice. This information is then used to improve services for people living with a learning disability and autistic people.
MPS	Market Position Statement	Outlines what support and care services people need and how they need them provided.
CYP	Children and Young People	This refers to people ages 0-25.
EHCP	Education, Health and Care Plan	Plan for children and young people up to the age of 25, who need more support than is available through special education needs support.
VCSE	Voluntary, Community and Social Enterprise	This refers to our voluntary and community partners
-	Diagnostic Overshadowing	'In the context of learning disabilities this means that 'symptoms of physical ill health are mistakenly attributed to either a mental health/behavioural problem or as being inherent in the person's learning disabilities' (11)

References

1. National Autistic Society - [The history of autism](#)
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4. National Autistic Society, Website definition, March 2016: [What is autism](#)
5. Scope - <https://www.scope.org.uk/about-us/social-model-of-disability/>
6. National Autistic Society - <https://www.autism.org.uk/what-we-do/help-and-support/how-to-talk-about-autism>
7. Outcomes for disabled people in the UK: 2021 - <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/outcomesfordisabledpeopleintheuk/2021#employment>
8. Information provided by local authorities
9. Observatory Derbyshire, Autism in Derbyshire, 2018: [Microsoft PowerPoint - 2017 08 08 PROFILE - Autism in Derbyshire v9](#)
10. Autism Information and Advice COVID 19 LD and Autism Survey Report - <https://www.autisminformationservice.org.uk/wp-content/uploads/2020/11/Covid-19-LD-and-Autism-Survey-Report-2020.pdf>
11. GMC - [Learning disabilities - ethical topic - GMC \(gmc-uk.org\)](#)

Appendix - A

Action Plan – Providing Earlier Diagnosis*

No.	Action	Responsible	Date	Status
1.1	For 0-25s to achieve a community-based needs led assessment model with a wrap-around offer of support drawing in voluntary and community sector colleagues alongside experts by experience and local authority and school support offers to a single hub	JUCD (ND CYP workstream)		

*Further content outstanding and will be updated shortly.

Key

Completed

Ongoing

Appendix - B

Action Plan – Increased Preventative Services

No.	Action	Responsible	Date	Status
2.1	Working with the Autistic community to listen to their experiences, the positives that they have experience(d), the challenges that they face or have faced, and how they can be supported in the prevention of reaching crisis point	JUCD (ND Diagnostic Pathway workstream)		
2.2	Ensuring that the public properly understands, and is accepting of autism, including the strengths and the challenges that autistic individuals face, particularly in daily life. To understand that every autistic individual is different, to have clear knowledge of how distressed behavior may exhibit itself, and how to support an individual with this	JUCD (ND Developing Neurodiverse Inclusive Communities in Derbyshire workstream)		
2.3	There should be an improvement in accessing education, and autistic individuals transitioning into adulthood should feel positively supported	JUCD (ND CYP workstream)		
2.4	Autistic parents/carers caring for autistic children/individuals should be adequately supported with their own needs as well as those that they are caring for	JUCD (ND Diagnostic Pathway workstream)		
2.5	This is further improved by allowing parents to self-refer their children, getting them onto the pathway for diagnosis quicker.	JUCD (ND Diagnostic Pathway workstream)		
2.6	Building the right support in the community by working to improve community support	JUCD (ND Care and Accommodation workstream)		
2.7	Improving support within the adult and youth justice systems: reviewing findings from the call for evidence on neurodiversity and developing a toolkit to educate frontline staff about this, and the additional support people might need.	TBC		
2.8	ND Community Hubs that have been co-produced by service provider and experts by experience and will provide pre and post diagnostic support that will wrap around the assessment pathway. CYP, Families, adults or Professionals can access a range of support provided by the hubs which will aim to reduce the number of people being referred for assessment.	JUCD (ND Diagnostic Pathway workstream)		
2.9	The introduction of a new Emotionally Based School Attendance (EBSA) service– launched in Oct 2022 led by Derbyshire Educational Psychology Service for Derby City and Derbyshire Schools.	JUCD (ND CYP workstream)		
2.10	A 3-Year Transformation Plan to establish a clearer CYP offer, and to prototype a new model approach in adults as the building blocks to an all-age service long term	JUCD (ND CYP workstream)		

Key

Completed

Ongoing

Appendix - C

Action Plan – Having a stronger peer support offer

No.	Action	Responsible	Date	Status
3.1	Ensuring that any peer support provided (professional or informal) across Derby and Derbyshire by, and for autistic people has the infrastructure and support that it might need. This could include, amongst others, mentoring/coaching/training, access to rooms/facilities/online spaces, funding etc	Derbyshire Autism Partnership Board (Having a Stronger Peer Support Offer workstream)		
3.2	Distribution of surveys which will help to inform what already exists in Derbyshire and ensuring that we understand what is offered and how this can link together to improve existing support and to help leverage in new or additional support.	Derbyshire Autism Partnership Board (Having a Stronger Peer Support Offer workstream)		
3.3	ND Community Hubs can be a place where people can access peer support by hosting groups or facilitating 1:1 support	JUCD (ND CYP workstream)		
3.4	Increased Peer Support options to include children and those transitioning into adulthood	Derbyshire Autism Partnership Board (Having a Stronger Peer Support Offer workstream)		
3.5	Working with voluntary sector organisations already offering peer support to increase the number of autistic people helping to provide this	Derbyshire Autism Partnership Board (Having a Stronger Peer Support Offer workstream)		
3.6	Derbyshire County Councils Children and Young Peoples Autism Strategy	JUCD (ND CYP workstream)		
3.7	Ensuring that available support is linked with mental health support where appropriate, this includes promoting the 24-hour mental health helpline Help in a mental health crisis :: Derbyshire Healthcare NHS Foundation Trust (derbyshirehealthcareft.nhs.uk)	JUCD (ND Improving Mental Health Interface workstream)		

Key

Completed

Ongoing

Appendix - D

Action Plan – increased meaningful employment opportunities

No.	Action	Responsible	Date	Status
4.1	DWP/ Autism Passport link on clients job centre files	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		
4.2	Promote Health adjustment passports and the support available to help complete them: Health Adjustment Passport - GOV.UK (www.gov.uk)	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		
4.3	Further promotion of Disability Employment Adviser, including reengagement with GPs and overall signposting improvements	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		
4.4	Explore Digital Bootcamps options (improve skills for employment) Find a Skills Bootcamp - Guidance - GOV.UK (www.gov.uk)	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		
4.5	Joint events with DWP to engage with employers - an employment conference in conjunction with the COP	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		
4.6	Out of School Groups for autistic children and young people - Undertake a project with schools/settings/already established local groups (such as scouts) to increase out of school/social/sports groups and clubs that are accessible for autistic children and young people. Depending on the outcome of the project, it could mean establishing groups only for children and young people with autism, or groups that are autism friendly, aware, and inclusive	Derbyshire Autism Partnership Board (Increased Meaningful Employment Opportunities workstream)		

Key

Completed

Ongoing

Appendix - E

Action Plan – delivering training that goes beyond raising awareness

5. Delivering training that goes beyond raising awareness				
No.	Action	Responsible	Date	Status
5.1	Autism Advocates Scheme – Derbyshire County Council Children’s Services Inclusion Support Services are offering schools the opportunity to train a member of school staff to deliver the Autism Education Trust training within their setting. This will enable a setting to regularly deliver the training to all staff, including new staff, ensuring that the workforce is up to date with good practice, strategies and support for autistic children. They will also become part of the new supportive Autism network in Derbyshire where they will have access to additional CPD and information. The programme is supported by the Autism Education Trust, Derbyshire County Council and the Department for Education. The programme is CPD certified. For more information and to register contact autism.outreach@derbyshire.gov.uk . The Derbyshire County Council Inclusion Support Services also offer training to schools in addition to the AA programme	JUCD (ND CYP workstream)		
5.2	Further development and roll out of the Oliver McGowan training that will become mandatory for all health and social care staff working with autistic people	JUCD (ND Infrastructure and Enablers workstream)		
5.3	More training, learning and understanding for the health and social workforce on the continued roll out of the STOMP / STAMP programme that aims to stop the over-medication of autistic people	JUCD (ND Health Inequalities workstream)		
5.4	More trauma informed training for the health and social workforce around trauma to increase understanding of how this presents in autistic people. We want to expand the use and training of Positive Behavior Support techniques across our health and social care settings	JUCD (ND Infrastructure and Enablers workstream)		
5.5	More training, learning and understanding of the LeDeR (Learning from lives and deaths of people with learning disabilities and autistic people) programme that now includes reviews of the early deaths of people with autism	JUCD (ND Health Inequalities workstream)		
5.6	Community Awareness - Implement an information sharing project designed to improve community awareness and understanding around the families of autistic children and young people so that attitudes and acceptance of difference can be expected within all communities, relieving some of the pressures felt by family carers of autistic children and young people within their own community.	Derbyshire Autism Partnership Board (Developing Neurodiverse Inclusive Communities in Derbyshire)		

Key

Completed

Ongoing