

# You Said, We Did.

## Norfolk All Age Autism Strategy 2019 to 2024

The coproduced [Norfolk All Age Autism Strategy](#) 2019 to 2024 needs to be refreshed. A wide range of partners in coproduction with the Norfolk Autism Partnership Board worked towards delivering the nine priorities:

Norfolk's first All Age Autism Strategy resulted in improvements to support autistic people across Norfolk, such as:

- greater awareness through coproduced autism training available to all
- a greater focus on working together and more autism schools.

But we know there is more that needs to be done to improve autistic peoples' lives.

1 Working Together

2 Diagnosis and Support

3 Autism Awareness

4 Employment, Education and Training

5 Understanding Need

6 Transitions

7 Right Place, Right Time, Right Support

8 Housing

9 Criminal Justice System

# Glossary

This glossary provides the key terms used within this document.

ARFID | Avoidant Restrictive Food Intake Disorder

ASSD | Adult Social Services Department

ICB | Norfolk and Waveney NHS Integrated Care Board

LeDeR | Learning from Lives and Deaths Review Programme

NAP | Norfolk Autism Partnership

NAPB | Norfolk Autism Partnership Board

NCC | Norfolk County Council

NSFT | Norfolk and Suffolk NHS Foundation Trust

PfAL | Preparing for Adult Life

SEND | Special Educational Needs and Disabilities

# Norfolk All Age Autism Strategy 2024 onwards

The refreshed strategy needs to consider:

- The governments [national strategy for autistic children, young people and adults: 2021 to 2026](#), updated July 2021, which has six priorities.
- What autistic people have already told us, to prevent them repeating their story.
- Wider strategies such as the [Learning Disabilities Strategy](#), [Suicide Prevention Strategy](#), [Norfolk Area SEND Strategy and Alternative Provision Strategy](#), [Eating Disorder Strategy 2022](#).

The Norfolk Autism Partnership Strategy Reference Group has suggested adapting the six national priorities to make them meaningful for Norfolk (as shown on the right-hand side of this page).

This document shares what the partnership implemented to deliver the priorities of the current Norfolk All Age Autism Strategy and what we plan to do as a partnership over the next five years.

**1** Improve Understanding and Inclusion of Autism across the System and Within Society

**2** Improve Positive Transitions into Adulthood

**3** Supporting Autistic People into Education and Employment

**4** Tackle Health and Care Inequalities for Autistic People

**5** Building the Right Support and Supporting People in Inpatient Care.

**6** Improve Support within the Criminal and Youth Justice System

When you have read this document, **please complete our online questionnaire or workbook** to tell us what is important to you.

# 1 Improve Understanding and Inclusion of Autism across the System and within Society

I want to be listened to and treated with respect. (2019)

Waiting areas are not suitable. Sensory overload is a problem and there's no consistency to manage expectations. (2019)

## We did: 2019 to 2024

- Good networks in place to support an Autism Friendly Norfolk. The Norfolk Autism Partnership Board meets bi-monthly with a good governance structure and reporting in place. The Board has good representation from autistic people, parent/carers and partners, with an Autism Norfolk Forum to engage autistic people and their parents and carers. Autism information is available through the NAP website.
- Norfolk Autism Acceptance Week with events for parents, carers and professionals.
- Autistic people involved in developing autism training based on the Core Capabilities Framework for Supporting Autistic People. Available to all via the Norfolk Autism Partnership website.
- Organisations trained such as ASD Helping hands, to roll out the Understanding Autism course.
- Staff across health and social care are autism trained - this requirement is included within NCC and Health contracts.
- SEND Youth Forum that includes the voice of autistic young people.
- A range of local autism friendly venues and resources (for example Health passports) widely promoted through the NAP Website.
- Raised awareness of the NAP and autism through relevant public facing events such as SENDfest 2023.
- Just One Norfolk provides a platform for all professionals that offers training on SEND.
- An all-age Neurodevelopmental Stakeholder group created to improve support and services.

## We will: 2024 onwards

- An approach that provides autistic people, their families and carers with a voice and responds to their local needs and challenges.
- Raise the awareness and inclusion of autism through social media and other activities.
- Raise awareness of autism through autism resources made available to autistic people and their parents and carers.
- Raise awareness of autism through autism awareness training that is coproduced and accredited by autistic people, available to anyone and everyone.
- Autistic people influencing the way services are designed, commissioned, and delivered to improve support.
- Further develop autism library sessions, understand what is working well and replicate this across the county.
- Organisations held to account to deliver the priorities within the refreshed strategy.



# Improve Positive Transitions into Adulthood

## We did: 2019 to 2024

- The PFAL team (implemented in January 2020) works with autistic young people who are likely to have needs for care and support as an adult and prepares them for employment opportunities, independent living, being healthy and part of their community.
- NHS hosted a system wide transition network to develop a shared understanding of what good transition looks like. Through this network, we co-designed and published an NHS provider toolkit for all health trusts.

I need support now, because I worry about what will happen to me when mum gets older. (2019)

I'd like support, so it's not always left up to mum. (2019)

## We will: 2024 onwards

- Through the Just One Norfolk website offer Special Educational Needs resources and training to parents and carers of autistic children.
- Identify and connect autistic school leavers to Adult Learning and offer skills and employment support where appropriate.
- Better support autistic children and young people within children's residential homes who display behaviours of concern.



# Supporting Autistic People into Education and Employment

## We did: 2019 to 2024

- [Norfolk area SEND Strategy](#) published.
- The new [Duke of Lancaster](#) school opened in Jan 2022, with two new [special schools](#) currently being built in Fakenham and Gt Yarmouth as part of a £120m programme to transform special education.
- The [Local Supported Employment programme](#) provides job coaching to people 18 and over who have Autism and/or a Learning Disability.
- [Norfolk Employment Service](#) supports those eligible for social care support into a range of different types of employment outcomes.
- [The Skills and Employment Team](#) works with employers to make opportunities available and accessible to autistic people including promoting [Disability Confident](#) and [Access To Work](#) schemes.

To be listened to and get the support my child needs, not having to fight every little step! (2019)

Money needs to be spent differently – the system isn't working. (2019)

## We will: 2024 onwards

- Make better links with school leavers and where appropriate, fast track support for autistic children and young people to employment opportunities.
- Identify and connect autistic adults to Adult Learning and offer skills and employment support where appropriate.
- Offer autistic people more employment opportunities.
- Statutory providers to work in a more inclusive and accessible way, for example changing the language used for recruitment.
- Improve health and social care support alongside alternative learning packages for those children who cannot attend school.
- Strengthen the relationship between schools and the Norfolk Autism Partnership to develop positive representation of autism throughout education.



# Tackle Health and Care Inequalities for Autistic People

A diagnosis is about understanding the condition and putting in place strategies to manage life events. (2019)

When different people turn up from the team I can't cope and just shut down? (2019)

## We did: 2019 to 2024

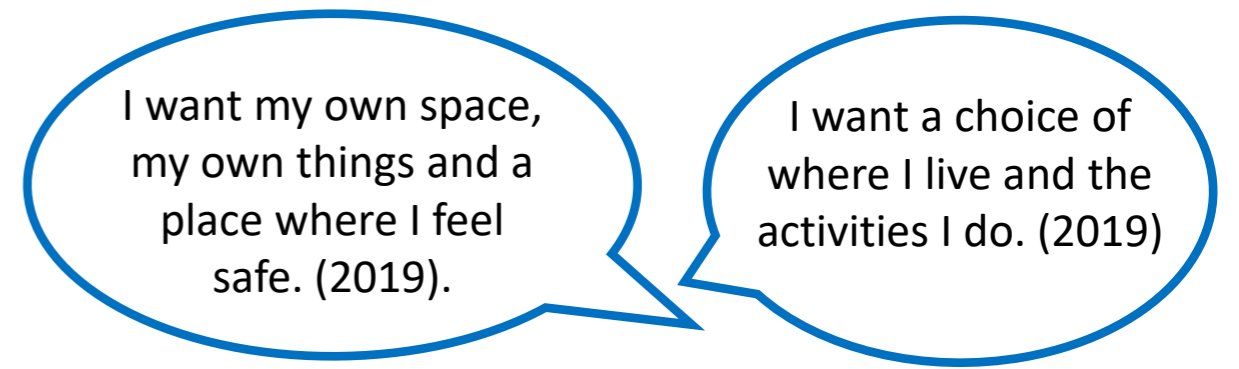
- All age autism diagnostic data is reported to the Board and recorded within its minutes and discussed at the Diagnosis and Support Working Group to provide scrutiny.
- Clear and transparent diagnostic pathways are available via the NAP and partners' websites.
- One off additional investment for autism diagnosis reduced waiting times for adults by 50%.
- A pilot in place within adult diagnosis to improve the pathways to mental health support.
- Secured additional NHS funding to tackle long waits for children and young people.
- Secured additional transformation funding to improve our sensory offer for children and young people.
- Adult diagnostic information packs available.
- Implementation of the Transforming Care Navigators for those up to 25 years.
- Recovery College run by NSFT run a course to help equip people with the skills and strategies to live well with autism, open to those with or without a diagnosis.
- The Eating Disorder Strategy 2022 details autism as a priority need for those with an eating disorder.

## We will: 2024 onwards

- Improve access to a timely autism diagnosis through working with autistic people and others.
- Improve the process for young people who are waiting for a neurodevelopmental diagnosis as they approach adulthood so that they receive a diagnosis in a timely way.
- Offer tools and approaches to support autistic people to look after their wellbeing and access support available in their community.
- Promote the use of Mental Health in Autism tools that better identify suicidal thoughts and behaviours.
- Coproduce autism specific social care assessment information, for staff to send to autistic adults before a social care assessment.
- Improve the availability of adult social care for autistic people through the Adult Social Care Workforce Strategy.
- Provide guidance to autistic people on their right to choose where to receive treatment and how to access it.
- Ensure providers who deliver services to autistic people are autism trained and put in place reasonable adjustments.
- Put in place a reasonable adjustment auditing and evaluation system, to improve providers response to autistic people's needs.
- Identify the number of autistic people who have ARFID (Avoidant/Restrictive Food Intake Disorder) and look at how support can be improved.
- Develop a local suicide prevention strategy which considers the needs of autistic people.
- Improve the reporting of deaths of someone with an autism diagnosis to the LeDeR programme (Learning from lives and deaths – People with a learning disability and autistic people).



# Building the Right Support and Supporting People in Inpatient Care



## We did: 2019 to 2024

- The [Market Position Statement 2022-2023](#) states services for autistic adults are an important part of what NCC must do to ensure there is choice of different types of services and support available.
- A [multi supplier framework](#) in place for the provision of supported living accommodation for those who display behaviours of concern.
- Coproduced approach for [supported living](#) that includes a 3-year plan and autism housing guide that is used to support the design of accommodation. An adult autism supported living framework in place with a list of specialist autism providers.
- [Autism library sessions](#) run by autistic people or those who are autism trained.
- A [Brain in Hand](#) pilot completed, with the app now available to purchase privately or funded by ASSD when agreed for those who are [eligible](#).
- The NCC [Assistive Technology team](#) provide assessments for those 18 plus living in their own home with some apps and devices available on free loan.
- Alcove Video Care phone, an innovative piece of technology that won the [2022 Digital Transformation in Social Work Award](#), helped 200 people to keep in touch with loved ones and professionals who support them, reducing isolation and anxiety for autistic people supported by Asperger East Anglia.
- [Click](#) an online community providing activities for autistic adults is available to purchase privately or funded by ASSD when agreed for those who are [eligible](#).
- The [Titan](#) travel training service extended to autistic adults known to ASSD.

## We will: 2024 onwards

- Actively develop new adult supported living in places where people want to live.
- Delivering an accommodation strategy to ensure that the right housing and support options are available for autistic people over the next ten years.
- Implement and evaluate the new Norfolk Autism Adult Support Service to improve and enhance support available.
- Use the locally coproduced ethical framework developed by Curators of Change to commission and improve service provision.
- Look at current and future needs of autistic people to inform planning and delivery of health, wellbeing and social care services in Norfolk.
- Work to coproduce an adult autism directory, covering support available across Norfolk.
- Improve the recording and reporting of autism across the system.
- Autism provider quality checks to ensure appropriate support and provision is provided for autistic people, including those with learning disabilities.
- Identify the number of autistic people in inpatient beds and strengthen Care and Treatment Reviews, clarifying responsibilities to ensure successful discharges from hospital.
- Actively work with NHS England housing leads to consider all creative solutions to support autistic people with complex needs.
- Improve access to Mental Health services that are tailored to meet the needs of autistic people.





# Improve Support within the Criminal and Youth Justice System

Prison feels safe. I need somewhere to feel safe when I leave, to prevent me from wanting to go back. (2019)

I want support that meets my needs to keep me safe and helps me understand the consequences of actions. (2019)

## We did: 2019 to 2024

- Autistic adults with a complex presentation have in place a person-centred plan that is available to constabulary officers and staff.
- Address markers are added to raise awareness and draw attention to officers and staff of autistic people who have additional communication needs, to put in place reasonable adjustments.
- Appropriate adults are used to assist with informed consent, to make decisions and predict consequences with autistic adults.
- In all forms of detention, reasonable adjustments are available through a sensory box that include resources such as fidget toys along with additional support and monitoring to meet the needs of autistic adults.

## We will: 2024 onwards

- Strengthen the voice of autistic people and their parents and carers who come into contact with the Criminal and Youth Justice systems.
- Ensure better access to support and reasonable adjustments through strengthening links between regional and local forensic children and young people's mental health services.
- Scope how to better support assessments for autistic children and young people who are within the Criminal Youth Justice System.
- Scope activities to better support autistic children and young people through links between health services, police, Brave Futures and the Norfolk Integrated Domestic Abuse Service.

# Have your say!

## Norfolk All Age Autism Strategy 2024 onwards

This document shared what:

- the partnership implemented to deliver the 9 priorities of the current Norfolk All Age Autism Strategy.
- partners plan to do over the next five years, as part of the refreshed Norfolk All Age Autism Strategy.

Help us shape the priorities of the refreshed Norfolk All Age Autism Strategy 2024 onwards and have your say by **completing our online questionnaire or workbook**, to tell us what is important to you.

The online questionnaire and workbook are available from **Monday 16 October 2023** and will be available for three weeks with last responses accepted on **Sunday 5 November 2023**.

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