

Action Plan: Adult Strategy for Autism

Draft Version1: 26 February 2013

Aim: Raising Awareness and Improving Training

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A1.1	That staff in each Accident & Emergency unit be provided with the AWM guidance note A&E staff: dealing with patients with autism	NHS Trusts with A&E units	Cabinet Member for Health & Wellbeing	June 2013
A1.2	That Birmingham & Solihull Mental Health Foundation Trust (BSMHFT) prepare a plan for its community psychiatric nurses to be trained on autism awareness and autism diagnosis	Chief Executive, BSMHT	Cabinet Member for Health & Wellbeing	June 2013
A1.3	That letters – and, six months later, follow-up letters - be sent to the Bar Council and the Law Society, asking them to arrange for any criminal justice professional in Birmingham who has neither been trained nor scheduled for autism awareness training to visit the Autism West Midlands website and download the advice guides most relevant to their work, then read and discuss them with others	Bar Council and the Law Society	Chair of the Health & Social Care Committee	March 2013 then September 2013
A1.4	Autism West Midlands be invited to report to the Council's Health & Social Care Overview & Scrutiny Committee at its last meeting in 2013 on how they perceive the picture of support for people with autism, including a report on how SPARC has been used in its first year	Autism West Midlands	Chair of the Health & Social Care Overview & Scrutiny Committee	Invitation to be sent by 1 November 2013, to report to HOSC in December 2013.
A1.5	Ensure that the e-learning programme for Autism awareness training is made widely available to as many agencies as possible through a specific training strategy with identified contacts	Birmingham City Council – learning and workforce team Autism West Midlands		Ongoing
A1.6	Provide general autism awareness raising training for staff working in health, social care, community based organisations, Housing Officers, support staff and retail. Measuring the success so its impact can be evaluated.	Birmingham City Council – learning and workforce team Autism West Midlands		April 2014
A1.7	Provide specialist training for staff working in key roles such as GPs, Social Workers, Health staff and those in leadership role. Ensuring recognition and signposting to the diagnostic pathway	Birmingham City Council – learning and workforce team/JCT/ Autism West Midlands		April 2014

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Aim: Improve Pathways for Diagnosis

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A2.1	A diagnostic pathway for autism be developed, introduced and publicised to GPs, Psychiatrists and Psychologists whose work includes diagnosing autism	tbc	Cabinet Member for Health & Wellbeing	September 2013
A2.2	The Health & Wellbeing Board asks each Clinical Commissioning Group operating in Birmingham to set out its plans and target dates for ensuring that its GPs have enough knowledge to diagnose autism or possible autism	Mark Curran (JCT) CCG Leads	Cabinet Member for Health & Wellbeing	June 2013

Aim: Increase Opportunities for Employment & Education

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A3.1	Map current service and pathway for people with Autism seeking employment	Joint Commissioning Team		
A3.2	A pathway be developed to support autistic students to complete degree or professional courses	tbc	Cabinet Member for Social Cohesion & Equalities and/or Cabinet Member for Health & Wellbeing	June 2013
A3.3	Each Birmingham City Council directorate and NHS Trust prepare plans to designate two jobs that add value to the organisation and which can be designed to be filled by autistic people	Tbc	Cabinet Member for Health & Wellbeing; Cabinet Member for Children & Family Services, Cabinet Member for Development, Jobs & Skills	June 2013
A3.4	Raise the profile of employment for people with Autism	Employment Sub group		
A3.5	Develop action plan to put in place an effective information, advice and signposting service	Employment Sub Group		

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A3.6 Ongoing support to those in work when they have a problem that arise in the form of an Autism Champion in the workplace who will have received Autism training

Aim: Improve Access to Services

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A4.1	Carry out a mapping exercise of what services are available for people with Autism	Joint Commissioning Team, Birmingham City Council		April 2013
A4.2	Influence housing service specs to be more inclusive of people with Autism	Kalvinder Kohli Supporting People Birmingham City Council		2014/15

Improve Transitions from childhood

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A5.1	Map day opportunities for young people with social care needs	Adults and Communities, City Council		September 2013
A5.2	Ensure an effective transitions process by sharing information between children's and adult services. Not just in terms of information about individuals at the point of transition, but also about the needs and numbers of children with Autism in Birmingham to help with service planning. A comprehensive tracking	Birmingham City Council		September 2013

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	database for young people that meet social care criteria will be implemented and shared between children's and adult services.			
A5.3	Ensure that young people with Autism and their families and carers are involved in transition planning. Further strengthen the representation of people with Autism who sit on the transition to adult life group.	Birmingham City Council, Health, Advocacy Matters		September 2013
A5.4	Begin working with children from the age of 14	Birmingham City Council		2016
A5.5	All young people with a diagnosis of autism be given support for their transition to adulthood, even where they are not attending school	SEN and Education welfare service	Cabinet Member for Children & Family Services	June 2013

Improve Interactions with the Criminal Justice System

Ref No.	Action	Lead Officer / Organisation	Responsibility	Completion Date
A6.1	That the Police and Crime Panel, supported by a letter from the Cabinet Member for Health & Wellbeing, ask the newly-appointed Police and Crime Commissioner to include in the Police and Crime Plan how and by when the majority of front line police officers will be trained or self-trained in autism awareness sufficiently to support them when interacting with autistic people or those whose behaviours appear to be autistic		Police and Crime Panel, and Cabinet Member for Health & Wellbeing	March 2013
A6.2	The Joint Commissioning Team (JCT) involve Public Health Birmingham (PHB) in discussions with Clinical Commissioning Groups concerning the creation of a definitive Birmingham list of all notified diagnoses of autism and how best to capture more diagnoses and optimise the relevant agencies' use of the list.	Mark Curran (JCT) Dr Iris Fermin (PHB)	Cabinet Member for Health & Wellbeing	June 2013

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A6.3	Autistic adults be encouraged and where possible supported to obtain and carry an Autism West Midlands Attention card	Autism West Midlands	Cabinet Member for Health & Wellbeing	June 2013
A6.4	That Autism West Midlands and other agencies interacting with parents, carers, teachers or support workers ask them to record any triggers they know that tend to create high stress in the autistic person, to define those triggers on a card and to encourage the autistic person to keep and use that card with their Autism Attention card.	Autism West Midlands	Cabinet Member for Children & Family Services; & Cabinet Member for Health & Wellbeing	June 2013
A6.5	JCT commission creation of a referral pathway to develop social skills in autistic offenders, and once it is ready, make magistrates and judges aware of this so they can, where appropriate, make a disposal order to that pathway instead of a criminal conviction	Joint commissioning Team	Cabinet Member for Health & Wellbeing	June 2013

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