



SOCIAL CARE HEALTH AND WELLBEING SCRUTINY COMMITTEE

2.00 pm THURSDAY, 8 NOVEMBER 2018

COMMITTEE ROOMS A/B - NEATH CIVIC CENTRE

PART 1

1. Declarations of Interest
2. Minutes of Previous Meeting (*Pages 5 - 10*)
3. Forward Work Programme 2018/19. (*Pages 11 - 14*)
4. To scrutinise information and monitoring issues being reported by:
5. Report on Adult Safeguarding and Quality Assurance (*Pages 15 - 20*)
Report of the Head of Commissioning, Support and Direct Services
6. Strategic Plan for Autism Spectrum Disorders (ASD) (*Pages 21 - 36*)
Report of the Head of Children and Young People's Services
7. To select appropriate items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board reports enclosed for Scrutiny Members).
8. Any urgent items (whether public or exempt) at the discretion of the Chairman pursuant to Section 100B (4) (b) of the Local Government Act 1972
9. Access to Meetings to resolve to exclude the public for the following item(s) pursuant to Section 100A(4) and (5) of the Local Government Act 1972 and the relevant exempt paragraphs of Part

4 of Schedule 12A to the above Act.

PART 2

10. To select appropriate private items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board Reports enclosed for Scrutiny Members).

S.Phillips
Chief Executive

Civic Centre
Port Talbot

Friday 2 November 2018

Committee Membership:

Chairperson: **Councillor L.M.Purcell**

Vice **Councillor S.E.Freeguard**
Chairperson:

Councillors: H.C.Clarke, A.P.H.Davies, C.Galsworthy, J.Miller,
S.Paddison, S.H.Reynolds, D.Whitelock,
O.S.Davies, C.Williams, C.Edwards and
A.N.Woolcock

Notes:

- (1) *If Committee Members or non-Committee Members wish to have relevant items put on the agenda for future meetings, then please notify the Chief Executive/Chair eight days before the meeting.*
- (2) *If non-Committee Members wish to attend for an item of interest, then prior notification needs to be given (by 12.00 noon on the day before the meeting). Non-Committee Members may speak but not vote, or move or second any motion.*

- (3) *For pre scrutiny arrangements, the Chair will normally recommend forthcoming executive items for discussion/challenge. It is also open to Committee Members to request items to be raised - though Members are asked to be selective here in regard to important issues.*
- (4) *The relevant Cabinet Board Members will also be invited to be present at the meeting for Scrutiny/ Consultation purposes.*
- (5) *Would the Scrutiny Committee Members please bring the Cabinet Board papers with them to the meeting.*

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SOCIAL CARE HEALTH AND WELLBEING SCRUTINY COMMITTEE

(Committee Rooms A/B - Neath Civic Centre)

Members Present:

11 October 2018

Chairperson: Councillor L.M.Purcell

Vice Chairperson: Councillor S.E.Freeguard

Councillors: A.P.H.Davies, C.Galsworthy, J.Miller,
S.Paddison, S.H.Reynolds, O.S.Davies,
C.Williams, C.Edwards and A.N.Woolcock

Officers In Attendance K.Warren, A.Thomas, L.Livingstone, A.Davies,
S.Duncanson, R.Shepherd, T.Smith, A.Southall
and N.Jones

Cabinet Invitees: Councillors A.R.Lockyer and P.D.Richards

Observers Councillor S.A.Knoyle

1. **DECLARATIONS OF INTEREST**

The following Member made a declaration of interest at the commencement of the meeting:

Cllr Charlotte Galsworthy: Proposal to Externally Commission Payroll, Managed Account and Suitable Person Services Report, re: Direct Payments as she is a Personal Assistant for her mother under the Direct Payments scheme.

2. **MINUTES OF THE PREVIOUS MEETING**

Members thanked Officers for the information they received in relation to Rapid Adaptation Grants.

Members queried whether a response had been received from Officers in relation to the question raised regarding the Third Sector

Figures. Officers stated they would look into the matter further and circulate a response to the Committee.

3. **WELFARE RIGHTS OVERVIEW**

3.1 Welfare Rights Overview

The Committee received information in relation to the Welfare Rights Overview as contained within the circulated report.

Members asked how the unit is advertised. Officers explained that they attended Council meetings and spoke to different people about the unit.

In relation to grant funding, Members asked if the Department of Works and Pensions contributed to anything. Officers explained financially that they didn't, but they always got involved with the team; however this would stop after April 2019. Officers explained that the team currently had five Members of staff who were funded by the Council and seven who were grant funded.

In relation to Case study A, Members asked were the figures being looked at with regards to Direct Payments and what effect was this having. Officers explained they were gathering this information and would be looked at next year.

Members queried what the pathway was for young people wanting to make a claim. Officers explained there was always a way that young people could make a claim, parents were able to gage with them which would enable them to further the process.

Members congratulated the Welfare Rights Unit and highlighted the fantastic job they were doing.

Following scrutiny, it was agreed that the report be noted.

4. **FORWARD WORK PROGRAMME 2018/19.**

Members highlighted to Officers if an item was removed from the Forward Work Programme that Members would like to know in advance.

Members asked why the Adult Safeguarding and Quality Assurance hadn't been brought to the meeting in October. Officers explained this would be brought back in November.

The Committee noted the Forward Work Programme.

5. **PRE-SCRUTINY**

5.1 Western Bay Safeguarding Boards Annual Report 2017-2018

The Committee received information in relation to the Western Bay Safeguarding Boards Annual Report 2017-2018 as contained within the circulated report.

Members reminded Officers about the concerns they had with the grammar in reports.

On the table 1.2, Officers highlighted The Performance Framework remained under review to identify a more sophisticated set of performance data requests. Members asked what did this mean and in which way would this be modified. Officers explained they would come back with specific details.

Officers highlighted that 1.3 and 2.2 in relation to Welsh Government contradict each other and would like clarity on this. Officers explained they would e-mail this information to Members.

Members highlighted the delays in Welsh Government and asked Officers what was the outcome and what impact had this had. Officers explained Child Sexual Exploitation and Welsh Government Group were being looked at, all the information would be collated and the results would come back soon.

In relation to 3.2a – Timescales, Members queried if they could have feedback on what the timescale was.

Members asked who was responsible for Disclosure and Barring Service on all staff, and was there consistency across all departments. Officers explained that HR oversaw this.

Members asked what the abbreviation PRAMS meant. Officer's explained this was in relation to the Health Visitor Service.

Members asked what training was given to all agencies and staff. Officers explained they were prioritising training and would bring the information back to Members.

Following scrutiny, it was agreed that the report be noted.

6. **ACCESS TO MEETINGS**

RESOLVED: That pursuant to Section 100A (4) and (5) of the Local Government Act 1972, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A to the above Act.

7. **PRE-SCRUTINY**

7.1 **Proposal to Externally Commission Payroll, Managed Account and Suitable Person Services**

The Committee received information in relation to the Proposal to Externally Commission Payroll, Managed Account and Suitable Person Services as contained within the circulated report.

Members asked if this option could be done in house. Officers explained that this option had been looked at, but it looked as if they were the employer and it would be an issue with Payroll.

Following scrutiny, the Committee were supportive of the proposals to be considered at Cabinet Board.

7.2 **The Manager's Report on Hillside Secure Children's Home**

The Committee received information in relation to the Manager's Report on Hillside Secure Children's Home as contained within the circulated report.

Members gave their congratulations to the staff at Hillside for doing a brilliant job. Members highlighted they were pleased to see a young person sitting his GCSE in English. Members were also pleased with the reduced sickness levels and that Hillside had no agency staff.

In relation to the holidays, Members asked what the children did for the six weeks. Officers explained they only had two weeks off, therefore there were activities arranged for four weeks and there was a rota set out which the children followed.

Members asked if supervision was for the children or the staff. Officers explained this was for the staff.

Members asked what the abbreviation SALT stood for. Officers explained this stood for Speech and Language Therapy.

Members asked what the digital buzzer system was used for. Officers explained this was for the children to call the staff if they are needed.

Following scrutiny, it was agreed that the report be noted.

7.3 The Children's Home (Wales) Regulations 2002.

The Committee received information in relation to the Children's Home (Wales) Regulations 2002 as contained within the circulated report.

Members highlighted that young people felt as though they were punished by having boxing cancelled because of the lack of staff to supervise. Officers explained they had to stop the activity because of the risks; and Hillside had also lost a lot of experienced staff very quickly.

Members asked how the young people managed with nicotine withdrawal. Officers explained that the children were monitored. Officers added that there was a GP practice there and that a nurse came to visit.

Following scrutiny, it was agreed that the report be noted.

CHAIRPERSON

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(DRAFT)
Social Care, Health and Wellbeing Scrutiny Committee
Forward Work Programme 2018/19

Date of Meeting	Agenda Item	Officer
10 May 2018	Asset Based Approach- Detail and Update	Andrew Jarrett
31 May 2018	Forward Work Programme Workshop	
7 June 2018		
5 July 2018	Autism Strategy- POSTPONED	Keri Warren
	Review of High Cost Placements- DEFERRED TO AUGUST	Keri Warren
2 August 2018	Review of High Cost Placements	Keri Warren

**Social Care, Health and Wellbeing Scrutiny Committee
Forward Work Programme 2018/19**

13 September 2018	'Open Front Door' Presentation	Keri Warren
11 October 2018	Welfare Rights Update	Leighton Jones
8 th November 2018	Autism Strategy	Keri Warren
	Adult Safeguarding and Quality Assurance	Angela Thomas
6 December 2018	Mental Health Recovery Plan Monitoring	
10 January 2019	Monthly Performance Indicators	David Harding
	Report of Rota Visits Feedback	Gemma Hargest

7 February 2019		
7 March 2019		
4 April 2019	Monthly Performance Indicators	David Harding
2 May 2019	Mental Health Recovery Plan Monitoring	Andrew Jarrett

30 May 2019		

To be built in:

- Monitoring of Direct Payments
- Valleys Action Plan
- Income Generation/Budget Monitoring
- Community Transport Element of Asset Based Approach
- Learning Disability Service and Mental Health Service Strategic Business Plan Monitoring

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
SOCIAL CARE HEALTH & WELL-BEING CABINET BOARD**

8th November 2018

**REPORT OF THE HEAD OF COMMISSIONING, SUPPORT AND
DIRECT SERVICES – ANGELA THOMAS.**

Matter for Monitoring

Wards Affected: All

Adult Safeguarding and Quality Assurance

Purpose of Report

To provide an overview and status report of the service area: Safeguarding Adults and Quality Assurance.

Executive Summary

This report sets out the landscape within which the Safeguarding and Quality Assurance team operates. The three key functions of the team are drawn upon to provide a window into day-to-day practice: Adults at Risk, Deprivation of Liberty Safeguards (DoLS) assessments and a Supervisory Body role. Set against these functions this report then looks at the current team: its structure and progress made to date.

Financial Impact

The work is funded by existing revenue budget.

Equality Impact Assessment

Not Applicable.

Workforce Impacts

There are no workforce impacts associated with this report.

Legal Impacts

There are no legal impacts associated with this report.

Risk Management

A Risk Matrix for the Directorate has been prepared that incorporates the risk within this service area.

Consultation Outcome

Not applicable.

Sustainability Appraisal

Not applicable.

Recommendation

This item is for monitoring purposes.

Reasons for Proposed Decision

Not applicable.

Implementation of Decision

Not applicable.

Appendices

Not applicable.

List of Background Papers

Not applicable.

Officer Contact

Chris Frey-Davies, Principal Officer for Safeguarding: Adults and Children.

c/o Neath Civic Centre, 2nd Floor.

Email: c.frey-davies@npt.gov.uk

01639 685763

Adult Safeguarding and Quality Assurance Report

Background

The team was formed in April 2015 following a restructure to reflect the introduction of the Social Services and Wellbeing (Wales) Act 2014. Coinciding with the new Act, the Supreme Court Judgment, Cheshire West, essentially forced Local Authorities across the UK to revise their approach to Deprivation of Liberty Safeguards (DoLS). As a result the Adult Safeguarding and Quality Assurance team was set up to oversee three main functions:

1. Adult Safeguarding – Adults at risk (Previously known as Protection of Vulnerable Adults - POVA)

Safeguarding adults is concerned with protecting those at risk of abuse/harm (Adult at risk) from suffering abuse or neglect. It includes measures to prevent abuse and to protect people's health, wellbeing and human rights, and enable them to live free from harm, abuse and neglect. The response to such abuse or neglect may be: a joint agency investigation carried out between police and social services, or it may be a single agency 'non-criminal investigation' carried out by social services.

2. Deprivation of Liberty Safeguards (DoLS) assessments

People who are not able to make some or all of their own decisions due to a lack of capacity are protected and empowered by the Mental Capacity Act 2005 (MCA). The DoLS were introduced as an amendment to the MCA and came into force in April 2009. The DoLS are additional safeguards to protect the rights of people who are deprived of their liberty to protect their health and safety. A Supreme Court ruling - Cheshire West – made in March 2014 clarified the definition and widened the scope of when someone is being deprived of his or her liberty. This led to an increase in DoLS referrals nationally (England and Wales) from 13,000pa (pre- Cheshire West) to 200,000pa (post Cheshire West), with no increase in resources. The local picture in Neath Port Talbot reflects the national picture: 2014 – 7 DoLS referrals; 2015 – 433 DoLS referrals. In 2017 the local authority received 744 DoLS referrals.

3. Supervisory Body role

The role of the local authority to act as a Supervisory Body for Deprivation of Liberty Safeguards (DoLS). As a Supervisory Body the local authority or local health board is responsible for considering a deprivation of liberty request and, where all the assessments agree, authorising deprivation of liberty. Locally, the power to authorise DoLS has been passed to four designated DoLS signatories who sit within the Safeguarding team. As a signatory their role is to scrutinise those assessments undertaken for the purpose of DoLS.

Team Structure

There is currently:

- 1 x Team Manger (covering the three functions listed above)
- 1 x Deputy Manager
- 4 x Part-time safeguarding coordinators
- 2 x Full-time Best Interest Assessors
- 2 x Social Workers (Safeguarding)

The team is based in Cimla hospital.

Safeguarding Team achievements

- Supervision has been at 100% since March 2018.
- Outstanding cases (open more than 3 months) currently stand at 48 (some cases have to remain open for police investigation). It is worth noting that in 2016 this figure stood at 332.
- The Safeguarding team receive on average 65 referrals a month. This increased, as anticipated, following the introduction of the new 'Duty to Report'. In August 2018, 84 such referrals were received by the team. However, due to active demand management and a robust duty/advice system this increase, although sharp, has been well managed.
- New enquiries are dealt with in 7 days.

- A new safeguarding dashboard and IT system is in place to track these cases.
- Coordinators are delivering training directly to providers, partner agencies and social work teams across the service.
- The new determination policy developed by the team, to prevent the aforementioned safeguarding functions becoming overloaded, is now adopted across Western Bay.
- A Significant Incident Review process has been established to ensure lessons from safeguarding are disseminated quickly. This is based on a '*Sound Judgment and Analysis*' model developed by Barrister David Spicer.
- The recruitment of two safeguarding social workers that have taken the lead in non-criminal investigations.
- Other achievements include: continuous professional development promoted through: peer supervision; the Team Development plan, which is linked to appraisals; an outcome/strengths based champion in the team; regular team meetings.
- There are currently two Adult Protection and Support Officers (APSO).

DoLS achievements

- DoLS backlogs eliminated (Neighbouring authorities have invested significantly more money but still retain high backlogs due to pursuing a different strategy).
- All DoLS cases are now allocated without delay.
- Active engagement with commissioned services and providers.
- Regular DoLS forum hosted and attended by Best Interest Assessors and Section 12 Doctors.
- Reduction in number of cases being taken to court following direct engagement with Advocacy Service (agreed process for escalation).

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**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
SOCIAL CARE, HEALTH AND WELL-BEING SCRUTINY COMMITTEE**

8th November 2018

**REPORT OF THE HEAD OF CHILDREN & YOUNG PEOPLE
SERVICES – KERI WARREN**

MATTER FOR MONITORING

WARDS AFFECTED: ALL

Strategic Plan for Autism Spectrum Disorders (ASD)

1. Purpose of the Report

The purpose of this report is to update Elected Members on the position of Neath Port Talbot (NPT) in respect of the Strategic Plan for Autism Spectrum Disorders (ASD).

2. Executive Summary

The update to the strategic plan for ASD provides an overview of the action plan that is being developed within NPT. This includes developing and monitoring of work that is being undertaken as a multi-agency group, with included views of children and people with autism and their family and carers. The report will explain where gaps in services are being identified and how mapping of services is being undertaken. The update will include information in relation to the regional Integrated Autism Service, and the plan to make NPT Autism aware and an Autism Friendly County Borough.

Background

The Welsh Assembly Government's refreshed Autistic Spectrum Disorder Strategic Action Plan has been developed in response to what people with autism, their family and carers have said that is important to them. The Welsh Government have worked with a wide range of stakeholders to identify key priority themes and actions that will make a real difference to the lives of children and adults with autism. There is a commitment to improve the lives of

people with autism and to ensure that their parent's and carers also receive the support they need.

NPT hold a monthly ASD steering group which is attended by a range of multi-agency professionals as well as parents and carers of children with autism. The aim of the meeting is to develop an action plan within NPT so that children, young people and adults have their needs understood, to be supported and to voice and achieve their own well-being outcomes to lead fulfilling lives.

The action plan has been in place since 2017 and we are making progress to help ensure that the people of NPT are Autism aware, with the benefits being a more Autism Friendly County Borough. NPT are working closely with the Integrated Autism Service which is being developed across the Western Bay region. The development of this service is the main delivery objective of the refreshed ASD Strategic Action Plan.

3. Financial Impact

There are no specific financial implications arising directly out of this report.

4. Equality Impact Assessment

There are no equality impacts associated with this report.

5. Workforce Impacts

There are no workforce impacts associated with this report.

6. Legal Impacts

There are no legal impacts associated with this report.

7. Risk Management

There are no risk management impacts associated with this report.

8. **Consultation**
There is no requirement under the Constitution for external consultation on this item.

9. **Recommendation**
Not applicable – report is for monitoring.

10. **Reason for Proposed Decision**
Not applicable – report is for monitoring.

11. **Implementation of Decision**
Not applicable – report is for monitoring.

12. **Appendices**
Strategic Plan for Autism Spectrum Disorders (ASD) – Appendix 1

13. **List of Background Papers**
None.

14. **Officer Contact**
Maria Selby, Principal Officer for Family Support and Children with Disabilities, Children & Young People Services, tel no: 01639 685799 email: m.selby@npt.gov.uk



Strategic Plan for Autism Spectrum Disorders (ASD)

Neath Port Talbot County Borough Council

2018-2020



Introduction

This Plan was written in collaboration with the Neath Port Talbot Autism Spectrum Disorders (ASD) Steering Group, as well as engaging with people with autism and their families and carers.

Overall Aim of Strategy/Plan:

- To make a real difference to the lives of children and young people and adults with autism and to support their families and carers.
- For children, young people and adults with autism and their family and carers to have their voices heard, their needs understood, and to be supported to achieve their own wellbeing outcomes and to lead fulfilling lives.
- To see a real difference in the services, care and support available to people with autism.
- To raise awareness of ASD in Neath Port Talbot.

What is Autism?

The World Health Organisation's definition of autism is as follows:

"Autism spectrum disorders (ASD) are a group of complex brain development disorders. This umbrella term covers conditions such as autism and Asperger syndrome. These disorders are characterized by difficulties in social interaction and communication and a restricted and repetitive repertoire of interests and activities".

<https://www.who.int/features/qa/85/en/>

The autism spectrum is very broad and can affect people with all levels of ability. Appropriate support and intervention can help people with autism to reach their potential.

The Strategic Action Plan is for people on all parts of the autism spectrum and includes individuals who may also have a co-existing learning disability. It is difficult to estimate how many people are affected by autism as studies vary. Current evidence suggests prevalence rates of around 1% of the total population or above. Therefore, based on 2011 Welsh Census data the number of people with autism in Wales is estimated to be approximately 31,000, although many of these may not have a diagnosis and will not necessarily be known to services.

People with autism may have mental and physical health conditions. The most prevalent issues are sleep difficulties, gastro-intestinal problems, glue ear, epilepsy, anxiety, depression, dyspraxia, dyslexia, obsessive compulsive disorder, attention deficits and hyperactivity. The presence of autism in addition to another condition can lead to complex difficulties which may not respond to traditional approaches. It is therefore important that practitioners identify both autism and the co-existing condition and plan the care and support accordingly to best meet their needs.

Although this Strategy is focussing on ASD, it is recognised that ASD is a part of a range of neuro-developmental disorders (NDD) and they can co-exist with other conditions, such as:

- ADHD
- Behaviour disorders
- Brain injury
- Cerebral palsy
- Down syndrome
- Fetal alcohol syndrome
- Intellectual disability
- Spina Bifida

<https://ici.umn.edu/welcome/definition.html>

Why do we need a plan?

The Refreshed ASD Strategic Action Plan 2016-2020 published by Welsh Government provides a framework for local authorities to ensure people with autism have access to the care and support they need. The Social Services and Well-being (Wales) Act 2014 requires local authorities to establish an information, advice and assistance service and to ensure people are signposted to appropriate services and support.

Regional Partnership Boards are responsible for ensuring there are services and care and support in place to meet the needs of people in their local area. Autism has been identified as one of the key priority areas and Regional Partnership Boards will need to report on progress, including progress on delivery of the Western Bay Integrated Autism Service.

Neath Port Talbot ASD Steering Group is made up of representatives from Social Services, Education, Health, Voluntary Sector, Private Sector, parents and carers of individuals with ASD. This group has contributed to the ASD strategic plan for Neath Port Talbot.

This plan is for people of all ages, children and adults. It is for everyone with autism and those who support people with autism who live in Neath Port Talbot.

The Local Picture

The Western Bay Population Needs Assessment reported that 327 children and young people in Neath Port Talbot in 2015 had ASD, with many more on the pathway awaiting assessment. It is estimated that autism affects 1 in 100 people, so with there being an estimated 142,090 people living in Neath Port Talbot, that would potentially make approximately 1,421 individuals with ASD in the area.

Our Vision

Our vision is to make Neath Port Talbot an autism aware authority and an area where people with autism have the same opportunities as everyone else. Key areas we have identified as a priority have emanated from the steering group and by engaging with individuals with autism, their parents/carers, these are:

- Awareness Raising
- Understanding of the Pathways to diagnosis
- Transitions
- Training/Education
- Employment
- Parent/Carer Support

Our Principles

These are the underpinning principles that help to make our plan work:

- To work with individuals with ASD, their parents and carers in order to have a vision on how we can support them
- To promote an increased awareness of ASD and social inclusion across Neath Port Talbot
- To promote a collaborative approach to working
- Help individuals to achieve their personal outcomes

- To ensure guidance, information and support is available and at the right time

Our Plan

It is important that our plan is in collaboration with partners and individuals with ASD and their parents and carers. We consulted with parents and carers from an established local support group and gained views from other parents/carers and individuals with autism through social media. It has been important to engage with those living with and affected by autism to establish:

- What works well?
- What needs improving?
- What is missing? (To help us understand what we need to do).

It is important that our plan makes a difference to people's lives. The Neath Port Talbot ASD Steering Group has strategic oversight of the plan to ensure that the plan progresses.

The following pages gives details on each of the priorities highlighted in our vision, taking into account the information we received on; what works well, what needs improving and what is missing.

Awareness Raising

What works well?

- A very successful awareness raising event in Aberavon Shopping Centre (April 2018). The Centre is now an autism aware Aberavon shopping Centre where the majority of shops have received and display information on being autism aware.
- The current role out of the national scheme within NPT (details below)

The current role out of the national scheme (June 2018):

	Total		Total
ASD Aware Certification	578	Health/Social Care – Adult	212
Early Years Staff	1	Health/Social Care – Children	138
Teacher certificate	357		
LSA certificate	564	Working with Autism	56
Autism Superheroes	2000	HR training Scheme	3
Primary Whole School Award	5	Leisure Certificate	12
Secondary School Staff	308	Secondary Whole School Award	1
Sgilti Pledge	140		

What needs improving?

- More events throughout Neath Port Talbot are needed.
- All Social Services staff to undertake autism awareness training.
- All schools (including early years and secondary schools) to become ASD aware (this is currently being developed).

What we need to do?

- All public facing Council staff and members to undertake autism awareness training.
- All shops and businesses in the town centres to receive information on being ASD aware.

Understanding of the Pathways to Diagnosis

What works well?	What needs improving?	What we need to do?
<ul style="list-style-type: none">• The neuro-developmental disorders (NDD) clinical pathway is in place.• People are given information if they refer into Social Services.	<ul style="list-style-type: none">• People need to have a better understanding of the pathways for diagnosis for adults and children.• The Integrated Autism Services (IAS) needs to be developed and fully functioning as a service.• Waiting lists need to be reduced.• People who are waiting for an appointment for an assessment need to be given information about assessment and diagnosis as well as support.	<ul style="list-style-type: none">• Clear information for individuals with ASD and their parents/carers of the pathways for diagnosis needs to be visible.• A clear understanding on how adults are diagnosed.• Work with partners to ensure information is given and people are being signposted to access the community directory DEWIS. https://www.npt.gov.uk/communitydirectory

Transitions

What works well?

- Transition from primary to secondary school is working well.

What needs improving?

- Transition from secondary to further education needs improving.
- Transition for people leaving school and accessing further education needs to be improved.
- Social Services transitions – cases transferring from Childrens to Adult Services.

What we need to do?

- Clear communication between secondary and further education establishments.
- Introduction days, meeting staff prior to transitions, clear plans (further education).
- More opportunities for 1:1 travel and transport training for individuals with ASD.
- Person Centred Planning approaches to be put in place to support transition in line with ALN (Additional Learning Needs) reform.

Training/Education

What works well?

- Behavioural strategies for parents delivered via Facing The Challenge both in groups and 1 to 1 sessions.
- 1 to 1 behavioural sessions for parents and carers delivered by the behavioural support officer in the Children with disability Team.
- “Solving the Puzzle” ASD awareness training delivered through schools.
- Recent training to parents delivered through the IAS.

What needs improving?

- More training and Education sessions for parents is needed as sessions are oversubscribed.

What we need to do?

- Work with professionals to ensure that training continues and develops.
- Ensure parents carers and individuals with ASD are aware of all training by making all local support groups aware of the training and using websites already in place e.g. community directory – DEWIS.
- <https://www.npt.gov.uk/communitydirectory>

Employment

What works well?

- Supported employment schemes.

What needs improving?

- Greater understanding and awareness in the Council, our partners and local businesses of interviewing and employing individuals with ASD.
- Individuals with ASD to be aware of and access the right employment to suit their needs.
- Employers to be aware of the strengths that people with ASD can bring to the workforce.

What we need to do?

- HR specific autism training
- Work closely with the local employment centres to look at the barriers and difficulties in employing individuals with ASD and develop strategies to overcome these barriers.
- Raising awareness with employers.

Parent/Carer Support

What works well?	What needs improving?	What we need to do?
<ul style="list-style-type: none"> Local groups providing support, signposting and advice to other parents/carers. Carers Service in Neath Port Talbot providing support and information for parent/carers. “Solving the Puzzle” parent/carers training sessions. Coffee mornings held in schools for parents/carers of children with autism. 	<ul style="list-style-type: none"> Ensuring that all communities can access parent/carers support. Information to parents regarding benefits that they are entitled to. Ensure that we identify gaps in services when we are commissioning services by continuing to work with commissioning officers and offering feedback from parent’s carers and people with ASD. 	<ul style="list-style-type: none"> Information and signposting following diagnosis for parents/carers. Work with partners and local area coordinators to support parents/carers to set up other groups. Continue to work closely with parent’s carers and individuals with ASD to identify gaps in services.

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