

# Outer Hebrides - Autism Action Plan



***“If you would help me, don’t try to change me to fit your world. Don’t try to confine me to some tiny part of the world that you can change to fit me. Grant me the dignity of meeting me on my own terms - recognise that we are equally alien to each other, and that my ways of being are not merely damaged versions of yours. Question your assumptions. Define your terms. Work with me to build more bridges between us.”***

(Jim Sinclair 1992)

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## **Introduction**

The Outer Hebrides Autism Strategy and Action Plan sets out the priorities and strategic direction for the improvement and development of services in the Western Isles for people with autism and their families across the lifespan. With the development and creation of 'The Scottish Autism Strategy' (2011), autism is now a national priority and it is vital to ensure that progress is made across Scotland in delivering quality services (see Figure 1 for strategic overview).

The framework of 'The Scottish Autism Strategy' (2011) along with 'OHCPP: Single Outcome Agreement 2013-2023' has guided the preparation of this local and action plan (see Figure 2 for alignment of outcomes). This will ensure that the expectations of 'The Scottish Strategy' will remain the focus of development and improvement of services for people with autism, whilst linking with the values and priorities of the local single outcome agreement.

The core part of the action plan is divided into six main sections to address the main themes and framework of the autism strategy. Each action plan sets out the recommendations (see Figure 3 for list of recommendations) which are planned as short, medium and long-term actions aligned and linked to the aims. Clear links will be made between each theme and alignment of the SOA (see specific action plans). It is important that this framework is used locally to help focus and achieve successful implementation and monitoring of the long term vision and expectations of the strategy. The main themes are:

- Theme 1: Strategic Leadership
- Theme 2: Achieving Best value for services
- Theme 3: Collaboration and Involvement
- Theme 4: Cross Agency Working through Stronger Networks
- Theme 5: Diagnosis, Intervention and Support
- Theme 6: Wider Opportunities and Access to Work

**Figure 1: Strategic Overview**

National Performance Framework

Makes it clear, the purpose of Government is to create a more successful country with opportunities for all to flourish. Its high level emphasis on participation, cohesion and sustainability will resonate with those on the spectrum and their families as critical aspects of service design and delivery. ASD Reference Group

The Scottish Autism Strategy

This framework should be used to achieve successful implementation and monitoring - vision and expectations of the strategy.

Outer Hebrides Community Planning Partnership: Single Outcome Agreement 2013-2033

Alignment of OHCPP National Outcomes with Local Outcomes. The framework of 'The Scottish Autism Strategy' along with the OHCPP: SOA aligns local outcomes with the framework to meet strategy expectations

The Scottish Autism Strategy - 26 Recommendations

The recommendations honour the vision and values which underpin the autism strategy and have the wellbeing of people with autism as central and fundamental. The recommendations lead to six aims/themes with linked goals and incorporate 'The Scottish Autism Strategy' recommendations. Each theme has specific actions, outcomes and timeframes and is linked to specific local SOA local outcomes. The 10 Best Practice Indicators for Effective Autism Spectrum are also included.

Theme 1	Theme 2	Theme 3	Theme 4	Theme 5	Theme 6
Strategic Leadership	Best Value for Services	Collaboration and Involvement	Stronger Networks through Cross Agency Working	Diagnosis, Intervention and Support	Wider Opportunities

**Figure 2: Alignment of OHCPP National Outcomes with Local Outcomes**

<b>Outer Hebrides Community Planning Partnership: Single Outcome Agreement (2013-2033)</b>	
<p><b><u>Local Outcomes 1:</u></b></p> <ul style="list-style-type: none"> <li>• The populations of the Outer Hebrides are stable, with a better balance of age, gender and socio-economic groups</li> </ul>	<p><b><u>National Outcomes 1:</u></b> We live in a Scotland that is the most attractive place for doing business</p> <p><b><u>National Outcome 2:</u></b> We realise our full economic potential with more and better employment opportunities for our people</p>
<p><b><u>Local Outcomes 2:</u></b></p> <ul style="list-style-type: none"> <li>• The economy of the Outer Hebrides and the economies within the Outer Hebrides are thriving</li> </ul>	<p><b><u>National Outcomes 1:</u></b> We live in a Scotland that is the most attractive place for doing business</p> <p><b><u>National Outcome 2:</u></b> We realise our full economic potential with more and better employment opportunities for our people</p>
<p><b><u>Local Outcomes 3:</u></b></p> <ul style="list-style-type: none"> <li>• The people of the Outer Hebrides are well educated, well-trained and well skilled</li> </ul>	<p><b><u>National Outcome 3:</u></b> We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p><b><u>National Outcome 4:</u></b> Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p><b><u>National Outcome 5:</u></b> Our children have the best start in life and are ready to succeed</p>

<p><b><u>Local Outcome 4:</u></b></p> <ul style="list-style-type: none"> <li>• The physical and mental health and wellbeing of the people throughout the Outer Hebrides is improved</li> </ul>	<p><b><u>National Outcome 6:</u></b> We live longer, healthier lives</p> <p><b><u>National Outcome 7:</u></b> We have tackled the insignificant inequalities in Scottish society</p> <p><b><u>National Outcome 8:</u></b> We have improved the life chances for children and young people</p> <p><b><u>National Outcome 9:</u></b> We live our lives safe from crime, disorder and danger</p> <p><b><u>National Outcome 15:</u></b> Our people are able to maintain their independence as they get older and are able to access appropriate support when they need it</p>
<p><b><u>Local Outcome 5:</u></b></p> <ul style="list-style-type: none"> <li>• The communities of the Outer Hebrides are stronger and more able to identify, articulate and take action and responsibility regarding their needs and aspirations</li> </ul>	<p><b><u>National Outcome 9:</u></b> We live our lives safe from crime, disorder and danger</p> <p><b><u>National Outcome 10:</u></b> We live in a well-designed, sustainable places where we are able to access the amenities and services we need</p> <p><b><u>National Outcome 11:</u></b> We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others</p> <p><b><u>National Outcome 15:</u></b> Our people are able to maintain their independence as they get older and are able to access appropriate support when they need it</p>

<p><b><u>Local Outcome 6:</u></b></p> <ul style="list-style-type: none"> <li>• The people of the Outer Hebrides derive from maximum benefit from the natural and cultural resources of the area, whilst at the same time safeguarding those resources to benefit future generations</li> </ul>	<p><b><u>National Outcome 2:</u></b> We realise our full economic potential with more and more better employment</p> <p><b><u>National Outcome 3:</u></b> We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p><b><u>National Outcome 12:</u></b> We value and enjoy our built and natural environment and protect it and enhance it for future generations</p> <p><b><u>National Outcome 13:</u></b> We take pride in a strong, fair and inclusive identity</p> <p><b><u>National Outcome 14:</u></b> We reduce the local and global environment impact of our consumption and production</p>
<p><b><u>Local Outcome 7:</u></b></p> <ul style="list-style-type: none"> <li>• The <u>services</u> of the Outer Hebrides are of high quality, continuously improving and reflective of needs</li> </ul>	<p><b><u>National Outcome 9:</u></b> We live our lives safe from crime, disorder and danger</p> <p><b><u>National Outcome 10:</u></b> We live in a well-designed, sustainable places where we are able to access the amenities and services we need</p> <p><b><u>National Outcome 11:</u></b> We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others</p>

	<p><b><u>National Outcome 15:</u></b> Our people are able to maintain their independence as they get older and are able to access appropriate support when they need it</p> <p><b><u>National Outcome 16:</u></b> Our public services are high quality, continually improving, efficient and responsive to local people's needs</p>
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### **Figure 3: 26 Recommendations - The Scottish Autism Strategy**

**RECOMMENDATION 1:** It is recommended that the ASD Reference Group is reconvened on a long-term basis to include COSLA membership to oversee developments and to progress change. It should produce an annual report to relevant Ministers and the political leadership of COSLA.

**RECOMMENDATION 2:** It is recommended that the ASD Reference Group works collaboratively, and offer support, to COSLA, NHS, criminal justice and other relevant public bodies to offer support to Local Authorities to effect the implementation of the various autism guidelines.

**RECOMMENDATION 3:** It is recommended that the ASD Reference Group explores the benefits of ASD lead officers with the Association of Directors of Social Work and with COSLA to establish how rollout across Scotland might best be achieved.

**RECOMMENDATION 4:** It is recommended that the ASD Reference Group meets with representatives of both SCSWIS and HIS, as well as other relevant regulatory bodies, such as those in education and criminal justice, with a view to learning about current developments and ensure that the needs and wishes of those on the spectrum are taking into account in future programmes.

**RECOMMENDATION 5:** It is recommended that Knapp's work on the economic costs of autism is analysed and applied to the Scottish context to inform strategy and planning on what interventions lead to positive impacts both for individuals and for the economy as a whole. Particular attention should be paid to his 'invest to save' assertion that if 4% of those with Aspergers were given appropriate support into work this would ultimately mean that those individuals may not require services and could contribute to the economy.

**RECOMMENDATION 6:** It is recommended that the effectiveness of implementation of the Commissioning guidance is reviewed by the ASD Reference Group by facilitating an audit of current service commissioning.

**RECOMMENDATION 7:** It is recommended that the ASD Reference Group commissions research to examine and compare the outcomes in relation to quality of life for those who are supported by autism service providers and individuals who access generic provision and that relevant findings are used to inform revised guidance for commissioners of services for people with ASD.

**RECOMMENDATION 8:** The ASD Reference Group in collaboration with autism service providers will identify the key determinants of service provision that result in improved quality of life for people with ASD, across the spectrum and across the lifespan.

**RECOMMENDATION 9:** It is recommended that the ASD Reference Group hosts an event to evaluate and recognise good practice in Scotland to disseminate models of practice, to evaluate success, recognise benefits and limitations and agree how to develop good models across the country in a way that is cost-effective.

**RECOMMENDATION 10:** It is recommended that agencies and services develop a menu of interventions including advice, therapeutic interventions and counselling for children, young people and adults with an ASD, that are appropriate and flexible to individual need. This menu should identify advice and support that is immediately available, and set out the referral and assessment process for all other services and interventions.

**RECOMMENDATION 11:** It is recommended that consideration is given to the specific supports needed for the more able individuals with ASD.

**RECOMMENDATION 12:** It is recommended that an evaluation of existing research is commissioned by the ASD Reference Group as well as consideration given to what further research is necessary with a view to disseminating what is available and to the commissioning some pieces that would be of particular practical value to people with ASD and their carers.

**RECOMMENDATION 13:** It is recommended that the ASD Reference Group explore options for developing user and carer capacity to be able to participate in local planning processes.

**RECOMMENDATION 14:** It is recommended that the SDS Strategy Implementation Group and the SDS Bill Reference Group ensure representation from the autism community so that their interests are taken into account as further developments take place.

**RECOMMENDATION 15:** It is recommended that existing reports on the work of Scottish Autism Services Network are formally evaluated with a view to assessing its long-term viability and effectiveness.

**RECOMMENDATION 16:** It is recommended that the ASD Reference Group contributes to a review of the SIGN guidelines and in doing so, considers where and how best this innovation might be replicated for adults and other relevant professions.

**RECOMMENDATION 17:** It is recommended that the Training Sub-Group of the main Reference Group is reconstituted and strengthened by the inclusion of an SCLD representative to undertake an audit of existing provision and to take evidence from grass roots trainers with a view to recognising strengths and gaps as well as identifying the means by which to further improve what is on offer.

**RECOMMENDATION 18:** It is recommended that good practice transition guidance is developed, building on from existing educational guidance, in order to support the lifelong challenges facing people with autism as they make daily and life-stage transitions.

**RECOMMENDATION 19:** It is recommended that a request is made to NHSQIS, as the body into which SIGN has been integrated, to develop guidelines for evidence-based approaches to the diagnosis and management of ASD in adults.

**RECOMMENDATION 20:** It is recommended that approaches are made to the Royal College of Physicians and Surgeons to establish the feasibility and desirability of disseminating ASD materials in e- CPD formats.

**RECOMMENDATION 21:** It is recommended that an assessment of national waiting lists is undertaken to clarify the extent of delays and that the ASD Reference Group considers and responds to these findings.

**RECOMMENDATION 22:** Initiatives to address waiting lists for assessment should include consideration of further training on the use of ADOS, ADI-R, 3di and DISCO to meet increased levels of demand.

**RECOMMENDATION 23:** It is recommended that the ASD Reference Group explore the ways diagnostic processes for adults and children are different and how this should inform practice.

**RECOMMENDATION 24:** It is recommended that the directory of individuals and teams undertaking assessment and diagnosis of ASD in Scotland is reviewed, updated and re-distributed.

**RECOMMENDATION 25:** It is recommended that a review is conducted with a view to updating and re-distributing the quality diagnostic standard if it is found to continue to be of benefit.

**RECOMMENDATION 26:** It is recommended that the supported employment framework for Scotland is evaluated in terms of its impact on employment and employability for people with autism.

Action Plan

THEME 1 - STRATEGIC LEADERSHIP

<b><u>Alignment to Local Outcomes – SOA</u></b> <b>No 7</b>	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b>Timescale</b>
<b>Access to consistent levels of support across the lifespan including into older age</b>	<b>Holistic Personalised Approaches: 0 – 10 years</b>
<b>Meaningful partnership between central and local government and the independent sector</b>	<b>Holistic Personalised Approaches: 0 – 10 years</b>
<b><u>Link to Best Practice Indicator</u></b> <b>A local Autism Strategy is developed in co-operation with people across the autism spectrum, carers and professionals, ensuring that the needs of people with ASD and carers are reflected and incorporated within local policies and plans</b>	<b>Foundations: 0-2 years</b>
<b><u>Link to Best Practice Indicator</u></b> <b>A self-evaluation framework to ensure best practice implementation and monitoring</b>	<b>Holistic Personalised Approaches: 0-10 years</b>

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 1:</u></b></p> <p><b>For Comhairle nan Eilean Siar (CnES) to work collaboratively with ASD Reference Group to oversee developments and progress change</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0-10 years</p>	<p>The Scottish Government – ASD Reference Group will provide strategic leadership to local authorities</p>	<p><b>Recommendation 8 and 9</b></p> <p><b>Goal</b> Meaningful partnership between central and local government and the independent sector</p>	
<p><b><u>Action 2:</u></b></p> <p><b>The Outer Hebrides Community Planning Partnership (OHCPP) should consider how to establish and co-ordinate a specific autism strategic group and thematic subgroups, which focus on covering the lifespan</b></p>	<p>Lead:</p> <p>Foundations: 0-2 years</p> <p>Within 2 months – before end of January 2014</p>	<p>To have robust arrangements in place to ensure delivery of action plan and meet expectations of the strategy</p> <p>Group membership be identified across multi-agency stakeholders to enable an overview of what is required to improve service provision across the lifespan of individuals with autism</p> <p>Membership should be inclusive of people with ASD as part of the strategic group</p>		

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 3:</u></b></p> <p><b>To ensure progress and developments from action plan are communicated from the ‘Autism Strategic Group’ across all services and members of the public</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0-5 years</p>	<p>Clear communication strategy evidencing transparency and up to date developments including a process to engage effectively with all stakeholders</p>	<p><b><u>Best Practice Indicator</u></b></p> <p>A self evaluation framework to ensure best practice implementation and monitoring</p>	
<p><b><u>Action 4:</u></b></p> <p><b>To compile an ‘Outer Hebrides Autism Strategy’ incorporating the whole lifespan</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>An ‘Outer Hebrides Autism Strategy’ will be completed to reflect service developments and which is informed by national and local guidance and evidence</p>	<p><b><u>Best Practice Indicator</u></b></p> <p>A local Autism Strategy is developed in co-operation with people across the autism spectrum, carers and professionals, ensuring that the needs of people with ASD and carers are reflected and incorporated within local policies and plans</p>	
<p><b><u>Action 5:</u></b></p> <p><b>Consider how the role and function of ASD/Lead Co-ordinator can be achieved by OHCPP</b></p>	<p>Lead:</p> <p>Foundation: 0 – 2 years</p>	<p>Ensure a strategic focus is maintained as well as working with and listening to people with autism and their families</p> <p>Responsibility for implementation, monitoring, quality assurance and reporting to meet expectations of the strategy</p>		

Action/No	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 6:</u></b></p> <p><b>To ensure the inclusion of people with autism within development of strategies and services, across all sectors</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 -10 years</p>	<p>The needs of people with autism and their families will be met across all diversity and equality strands</p>	<p><b><u>Recommendation 13</u></b></p> <p><b><u>Goal</u></b> Access to consistent levels of support across the lifespan including into older age</p>	
<p><b><u>Action 7:</u></b></p> <p><b>Monitor and report on the implementation of the Outer Hebrides Strategy &amp; Action Plan against agreed strategic aims, priorities for action and timescales</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>The OHCPP will have an overview of progress and that the monitoring process will ensure the expectations of the strategy are being met</p>	<p><b><u>Best Practice Indicator</u></b> A self evaluation framework to ensure best practice implementation and monitoring</p>	
<p><b><u>Action 8:</u></b></p> <p><b>Development of an information sharing and data sharing protocol to incorporate further services (CnES, Health and Action for Children information sharing protocol already in place)</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>Positive information and data sharing across agencies</p>	<p><b>Recommendation 5</b></p>	

## Action Plan

### THEME 2 - ACHIEVING BEST VALUE FOR SERVICES

<b><u>Alignment to Local Outcomes – SOA</u></b> No 2, 4, 5 and 7	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b>Timescale</b>
Implementation of existing commissioning guidelines by local authorities, the NHS and other relevant service providers	Foundations: 0-2 years
Access to mainstream services where these are appropriate to meet individual need	Foundations: 0-2 years
Access to services which understand and are able to meet the needs of the people specifically related to their autism	Foundations: 0-2 years
Access to appropriate post-diagnostic support	Foundations: 0 – 2 years
Creative and collaborative use of service budgets to meet individual need (irrespective of what the entry route to the system is)	Holistic Personalised Approaches: 0-10 years
<b><u>Link to Best Practice Indicator</u></b> A process for data collection which improves the reporting of how many people with autism are receiving services and informs the planning of these services	



Action/No	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 9:</u></b> <b>NHS Western Isles and CnES are in the process of developing a 'Joint Commissioning Strategy' (Health &amp; Social)</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>To ensure that the Joint Commissioning Strategy and Individual Commissioning strategies are compliant and inclusive with the guidelines for Autism Services</p> <p>Commissioners receive good quality, shared information about current and future demand for support across the spectrum and range of abilities with autism</p>	<p><b>Recommendation 6</b></p> <p><b>Goal</b> Implementation of existing commissioning guidelines by local authorities, the NHS and other relevant service providers</p> <p><b>Goal</b> Creative and collaborative use of service budgets to meet individual need (irrespective of what the entry route to the system is)</p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 10:</u></b></p> <p><b>To work towards setting up a process and system for unified data collection of the number of people with autism</b></p>	<p>Lead:</p> <p>Holistic Personalised</p> <p>Approaches: 0 – 10 years</p>	<p>Standardised data collection to reflect accuracy with numbers of people with autism</p> <p>Provide evidence to assist and plan future service demand</p>	<p><b>Recommendation 7</b></p> <p><b><u>Link to Best Practice Indicator</u></b></p> <p>A process for data collection which improves the reporting of how many people with autism are receiving services and informs the planning of these services</p>	
<p><b><u>Action 11:</u></b></p> <p><b>Link in with the review of day services which are currently being redesigned to meet personalised outcomes</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>A model which increases flexibility and personalised approaches to service delivery to meet identified outcomes for people with autism and their families</p>	<p><b><u>Goal</u></b></p> <p>Access to mainstream services where these are appropriate to meet individual need</p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 12:</u></b></p> <p><b>Improve access and opportunities to respite and/or increased respite</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>The redevelopment of Ardseileach Care Home to a Core and Cluster model which will allow for an increased flexibility in service provision and an increased respite capacity. Developments in Rowntree and Back Residential Unit</p>	<p><b><u>Goal</u></b> Access to appropriate post-diagnostic support</p>	
<p><b><u>Action 13:</u></b></p> <p><b>Development of a policy which gives a clear framework of respite and holiday respite services and which includes the process for access, assessment and decisions made</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Access to clear and concise information on the process and availability of respite services</p>	<p><b>Recommendation 13</b></p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 14:</u></b></p> <p><b>Increasing awareness and access to information should be available to parents and adults with autism on the use of direct payments with guidance on how this can be used to access respite or other services</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Accessible information on the use of direct payments, allowing flexibility to choose appropriate services</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of the people specifically related to their autism</p>	
<p><b><u>Action 15:</u></b></p> <p><b>Link in with the redesign of transport provision which is currently underway</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>A model which gives more flexibility around the delivery of transport services</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of the people specifically related to their autism</p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 16:</u></b></p> <p><b>16.1 Work towards embedding early intervention and prevention approaches across the lifespan for people with autism</b></p> <p><b>(such as access to advocacy, relationship counselling and other services)</b></p> <p><b>16.2 Create opportunities to gain or develop social and life skills</b></p> <p><b>16.3 Access to therapeutic support</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Transformational change, promoting earlier intervention and shared understanding across all services, with the aim to provide the right care, at the right time by the right professional/service to ensure that people with autism are able to access timely support</p> <p>To prevent a reactive and approach leading to crisis management</p>	<p><b>Recommendation 5</b></p> <p><b><u>Goal</u></b> Access to mainstream services where these are appropriate to meet individual need</p> <p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 17:</u></b></p> <p><b>It is recommended that agencies and services develop a menu of interventions – Including, advice, therapeutic interventions and counselling for children, young people and adults with autism that are appropriate and flexible to meet individual need. This menu should identify advice and support that is immediately available, and set out all other referral processes for all other services and interventions</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Provide flexible menu of services for social interaction, community involvement, social and leisure opportunities which encompasses the referral and assessment process for each service</p>	<p><b>Recommendation 10</b></p> <p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	

Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 18:</u></b></p> <p><b>Identified need for clear and consistent pathways</b></p> <p><b>(Link with theme 5 action plan)</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>To meet the individual needs of people with autism and signpost them to appropriate early intervention/prevention services and support</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p> <p><b><u>Goal</u></b> Access to mainstream services where these are appropriate to meet individual need</p>	
<p><b><u>Action 19:</u></b></p> <p><b>Develop a strategy outlining plans for enhancing local service provision, resulting in a reduction in mainland placements (e.g. Enhanced learning resource, Fostering, after school activities, Respite, Back Residential Unit - Ionad na Cloinne)</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Enhanced local service provision</p> <p>To reduce demand for off island placements</p>	<p><b>Recommendation 5</b></p> <p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p> <p><b><u>Goal</u></b> Access to mainstream services where these are appropriate to meet individual need</p>	

**Action Plan**

**THEME 3 - COLLABORATION AND INVOLVEMENT**

<b><u>Alignment to Local Outcomes – SOA</u></b> <b>No 4</b>	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b>Timescale</b>
<b>Access to appropriate post-diagnostic support</b>	<b>Foundations: 0 – 2 years</b>
<b><u>Link to Best Practice Indicator</u></b> <b>A framework and process for seeking stakeholder feedback to inform service improvement and encourage feedback</b>	<b>Whole Life Journey: 0-5 years</b>



Action/No.	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 20:</u></b></p> <p><b>People with autism , and their families and carers should be involved at all levels of decision making with development of plans, strategies and single outcome agreements</b></p>	<p>Lead:</p> <p>Holistic Personalised Approach: 0 – 10 years</p>	<p>People with autism are included and involved in this process and valued citizenship is promoted</p> <p>Process whereby it is specified/mapped at all levels to ensure inclusiveness and measurable</p>	<p><b>Recommendation 13</b></p>	
<p><b><u>Action 21:</u></b></p> <p><b>Introduce a robust framework to inform service improvement and encourage feedback</b></p> <p><b>Work across agencies to reduce duplication and overlap of evaluation methods used to obtain feedback</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>People with autism and their families are valued and included as equal partners in planning and reviewing service provision</p> <p>Framework in place to measure and ensure service improvement following feedback</p> <p>Remove duplication and overlap of number of evaluations and methods used</p>	<p><b><u>Best Practice Indicator</u></b></p> <p>A framework and process for seeking stakeholder feedback to inform service improvement and encourage feedback</p>	

Action/No.	Lead & Timeframe	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 22:</u></b></p> <p><b>To ensure representation from people with autism on the strategic autism group and is inclusive from across the Outer Hebrides</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Membership should be inclusive of people with ASD as part of the strategic group</p>		
<p><b><u>Action 23:</u></b></p> <p><b>To support people with autism and their families to set up and maintain a support group/network with clarity of aims, roles and coordination</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>An autism support group in Western Isles for people with autism and their families, across all ages and lifespan</p> <p>Support group can link in with established 'Parent Forum' if appropriate</p>	<p><b><u>Goal</u></b> Access to appropriate post-diagnostic support</p>	

**Action Plan**

**THEME 4 - CROSS AGENCY WORKING THROUGH STRONGER NETWORKS**

<b><u>Alignment to Local Outcomes – SOA</u></b> No 3, 4, 5, 6 and 7	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b>Timescale</b>
Removal of barriers such as unaddressed diagnosis and delayed intervention	Foundations: 0 – 2 years
Access to services which understand and are able to meet the needs of people specifically related to their autism	Foundations: 0 – 2 years
Access to integrated service provision across the lifespan to address the multi-dimensional aspects of autism	Whole Life Journey: 0-5 years
Access to appropriate transitional planning across the lifespan	Whole Life Journey: 0-5 years
Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas	Whole Life Journey: 0-5 years
Capacity and awareness building in mainstream services to ensure people are met with recognition and understanding of autism	Whole Life Journey: 0-5 years
Access to consistent levels of appropriate support across the lifespan including into older age	Holistic Personalised Approaches: 0 – 10 years
<b><u>Link to Best Practice Indicator</u></b> Access to training and development to inform staff and improve the understanding amongst professionals about ASD	

<p><b><u>Link to Best Practice Indicator</u></b>  <b>An ASD Training Plan to improve the knowledge and skills of those who work with people who have ASD, to ensure that people with ASD are properly supported by trained staff</b></p>	
<p><b><u>Link to Best Practice Indicator</u></b>  <b>Services that can demonstrate that service delivery is multi-agency in focus and coordinated effectively to target meeting the needs of people with ASD</b></p>	
<p><b><u>Link to Best Practice Indicator</u></b>  <b>Clear multi-agency procedures and plans which are in place to support individuals through major transitions at each important life-stage</b></p>	
<p><b><u>Link to Best Practice Indicator</u></b>  <b>A process for ensuring a means of easy access to useful and practical information about autism, local action, for stakeholders to improve communication</b></p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 24:</u></b></p> <p><b>Develop a multi-agency structured and integrated staged training plan based on mapping/training analysis and to meet the needs of service provision for people with autism and their families</b></p> <p><b>Funding Plans</b>  <b>Inclusion in generic development of staff/ongoing plans</b>  <b>Personal Development Plans (Core Element)</b></p>	<p>Lead:</p> <p>Foundation: 0 – 2 years</p>	<p>Compilation of a multi-agency integrated training plan, detailing different levels of training and how they can be delivered to ensure consistency and best value</p> <p>Develop SMART targets alongside training plan</p> <p>Work with UHI to develop accessibility of training materials and maximising the use of E-technology</p> <p>Raising awareness and knowledge of autism through a structured plan which includes a rolling programme of training</p> <p>The training plan will include the process of how this be implemented across the community</p>	<p><b><u>Recommendation 17</u></b></p> <p><b><u>Best Practice Indicator</u></b>  An ASD Training Plan to improve the knowledge and skills of those who work with people who have ASD, to ensure that people with ASD are properly supported by trained staff</p> <p><b><u>Goal</u></b>  Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 25:</u></b></p> <p><b>25.1 Work in partnership across sectors to access a range of awareness training for frontline staff which will support the public and private sectors in providing services to people with autism , their families and carers</b></p> <p><b>25.2 Review local e-training delivery and incorporate into other programmes, i.e. Health Learn Pro</b></p> <p><b>25.3 Include brief autism awareness training as part of equality &amp; diversity training</b></p> <p><b>25.4 Additional more in depth awareness training for frontline health and social staff</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Raise awareness and knowledge of autism for agencies/organisations providing services and supporting people with autism to know where and how to access training</p> <p>All staff receive brief autism awareness E-learning to improve access to training</p> <p>New effective training will be provided effectively utilising technological innovation to ensure that staff in front line services across remote and rural areas can develop knowledge, skills and understanding when working with people with autism</p> <p>Effective use of teleconferencing</p> <p>Staff will understand autism and its traits and implications on day to day life</p>	<p><b><u>Best Practice Indicator</u></b> Access to training and development to inform staff and improve the understanding amongst professionals about ASD</p> <p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b>25.5 Decide on level of training/enhanced required for other services (housing, employment, third sector, criminal justice, other service providers)</b></p> <p><b>25.6 Decide on level of training required for public services</b></p> <p><b>25.7 Specialist autism training for people in key roles</b></p> <p><b>25.8 Explore the possibility of adults with autism participating to help, develop and evaluate training</b></p> <p><b>25.9 Training/support programmes for people with autism and their families</b></p> <p><b>25.10 Encourage joint training programmes across organisations and geographic areas</b></p>				

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
25.11 Build on work from learning disability collaborative in relation to autism/websites/forum				
<p><b><u>Action 26:</u></b></p> <p><b>Increase and develop awareness campaign on understanding autism among the general public with the aim of promoting positive attitudes towards people with autism</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Raising awareness of autism in the public will increase knowledge on a general level and will promote a society that accepts and understands people with autism</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	
<p><b><u>Action 27:</u></b></p> <p><b>Training for staff in front line posts to enhance and promote good quality assessments, evidence-based interventions, personalisation and on going support for families, covering short and longer term planning</b></p>	<p>Lead:</p> <p>Whole Life Journeys: 0 – 5 years</p>	<p>Standardisation in the use of assessment criteria, tools and evidence based interventions, recognising the importance of support for people with autism and their family/carer</p>	<p><b><u>Goal</u></b> Removal of barriers such as unaddressed diagnosis and delayed intervention</p> <p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p> <p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	



Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 28:</u></b></p> <p><b>28.1 Identified need through mapping analysis, for central point for improvement and access for information and advice which is completely inclusive and covers all services/multi-agencies across Western Isles and external provided services</b></p> <p><b>(Information Hub/One Stop Shop concept/Access Website)</b></p> <p><b>28.2 Compile a local service directory about local services and national autism specific services</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p> <p>Foundations: 0 – 2 years</p>	<p>Positive experiences reported by people with autism and their families due to increased access to relevant information and advice</p> <p>Collation of comprehensive information including names, contacts and signposting to sources of information across all sectors</p>	<p><b><u>Link to Best Practice Indicator</u></b> A process for ensuring a means of easy access to useful and practical information about autism, local action, for stakeholders to improve communication</p> <p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 29:</u></b></p> <p><b>Further work required in the development and identification of the Key worker role to provide continuity and support in adulthood</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>Support and consistency from key worker for the individual with autism and their family/carer</p>	<p><b><u>Best Practice Indicator</u></b> Clear multi-agency procedures and plans which are in place to support individuals through major transitions at each important life-stage</p> <p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	
<p><b><u>Action 30:</u></b></p> <p><b>To promote tertiary links with mainland networks to provide continuity and consistency with further educational opportunities for people with autism</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>People with autism will feel supported in transition to further educational opportunities and support services when leaving the Western Isles</p>	<p><b><u>Best Practice Indicator</u></b> Clear multi-agency procedures and plans which are in place to support individuals through major transitions at each important life-stage</p> <p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<b>EDUCATION:</b>				
<p><b><u>Action 31:</u></b></p> <p><b>31.1 Review and evaluate existing ‘Department of Social and Community Services - Transitional Planning Guidelines’, particularly the transition from education and children’s services to adult services</b></p> <p><b>31.2 The need for transitional guidance on continuation from school covering the lifespan and supported by appropriate training across services</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0- 5 years</p>	<p>Guidance is up to date and systems are in place to monitor effectiveness and inclusion for each individual person with autism and their family, to provide continuity</p> <p>Recommendations from the Education Scotland Validated Self-Evaluation on Transitions currently taking place (Dec 2013)</p> <p>Seamless multi-agency transitional guidance throughout the lifespan</p> <p>Smooth transitions with changes being anticipated and planned in partnerships with people with autism, resulting in less anxiety about change</p>	<p><b><u>Recommendation 18</u></b></p> <p><b><u>Best Practice Indicator</u></b> Clear multi-agency procedures and plans which are in place to support individuals through major transitions at each important life-stage</p> <p><b><u>Goal</u></b> Access to appropriate transitional planning across the lifespan</p> <p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p> <p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 32:</u></b></p> <p><b>Individual Educational Plan/Co-ordinated Support Plan/Childs Plan/My World Assessment – needs to be more specific with greater recognition of individual need/sensitivity to encompass a personalisation approach with measurable outcomes to ensure individual needs are met</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0-5 years</p>	<p>Individual Educational Plan/Coordinated Support Plan will encompass individualised personalised needs and include short and longer term planning</p> <p>Training for teachers should be available if need identified</p>	<p><b><u>Goal</u></b></p> <p>Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	
<p><b><u>Action 33:</u></b></p> <p><b>Review and evaluate the use and effectiveness of the ‘Moving on Passport’/‘Communication Book’ and the possibility of the continuity that could be provided between transitions and adulthood for people with autism and more complex needs</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>To provide continuity between home and school and individuals personalised needs and into adulthood if appropriate</p>	<p><b><u>Goal</u></b></p> <p>Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 34:</u></b></p> <p><b>34.1 Ensure that the expectations of this strategy and action plan link in with the post 2013 Integrated Children's Services Plan, which is currently work in progress</b></p> <p><b>34.2 Clarification around who would be best placed to be lead professional (i.e. not necessarily within education) and how does this link to various assessments required (i.e. respite)</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>Alignment and strategic overview</p> <p>All agencies incorporate national and local autism strategy expectations as part of their plans</p> <p>Importance for Key Worker/Lead Professional to be the person that the family of a child with autism feel happiest and most comfortable with and role to be shared across agencies</p>	<p><b><u>Goal</u></b></p> <p>Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	
<p><b><u>Action 35:</u></b></p> <p><b>35.1 To ensure that regular Review Meetings are planned with advance notice (&gt;3 months) and are inclusive of all multi-agency partners and the individual child and parents take part in the planning, with the use of 'jargon free' language</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0-5 years</p>	<p>Regular review meetings are planned from diagnosis throughout school life with involvement of multi-agency partners, parents, person with autism with a clear plan identified</p>	<p><b><u>Link to Best Practice Indicator</u></b></p> <p>Clear multi-agency procedures and plans which are in place to support individuals through major transitions at each important life-stage</p> <p><b><u>Goal</u></b></p> <p>Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendations/Goals & Actions	Progress
<b>35.2 Ensure that individual arrangements and support are addressed prior to SQA examinations</b>		As part of the reviews, individual needs and support will be planned for SQA examinations		
<b><u>HEALTH</u></b>				
<b><u>Action 36:</u></b>  <b>Reasonable adjustments being made for people with autism when visiting their GP/Hospital appointments/dentist or being admitted to hospital</b>	Lead:  Foundations: 0 – 2 years	People with autism can access health services and their individual needs are met	<b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism  <b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas	
<b><u>Action 37:</u></b>  <b>To ensure that the expectations of this autism strategy and action plan link in with strategy developments within health</b>	Lead:  Whole Life Journey: 0-5 years		<b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendations/Goals & Aims	Progress
<b><u>SOCIAL:</u></b> <b>(Children &amp; Education)</b>				
<b><u>Action 38:</u></b>  <b>Ensure compliance with the Corporate Standard across departmental communication and practice standards with timeframe for replying to people with autism/parents who have contacted service through email or telephone</b>	Lead:  Foundations: 0 – 2 years  Within one month	An established two-way communication process through compliance with Corporate guidance	<b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism  <b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas	
<b><u>Action 39:</u></b>  <b>39.1 Review process of guidelines on assessment and review</b>  <b>39.2 The assessment tool used should encourage participation of the individual with autism/family in giving and understanding information about themselves and a copy should be given to the family/carer</b>	Lead:  Foundations: 0 – 2 years	Comprehensive and good quality assessment process has been completed in partnership with individual with autism	<b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism  <b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendations/Goals & Aims	Progress
<p><b><u>Action 40:</u></b></p> <p><b>Further development of process of continuity and consistency being provided by named social worker</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Successful concept of continuity by named social worker working in partnership</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p> <p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	
<p><b><u>Action 41:</u></b></p> <p><b>People with autism and their families/carers need to be aware of respite provision and developments (Link in theme 2 - Action 11 and 12)</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Access to clear and concise information on the process of and availability of respite services</p>	<p><b><u>Goal</u></b> Access to services which understand and are able to meet the needs of people specifically related to their autism</p> <p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	



Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendations/Goals & Aims	Progress
<b>SOCIAL WORK (Adults)</b>				
<p><b><u>Action 42:</u></b></p> <p><b>Increased understanding of targeted support that may be required for adults with autism, following assessment and as their individual condition affects them and circumstances change</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Comprehensive and good quality assessment process has been completed in partnership with individual with autism</p>	<p><b><u>Goal</u></b> Consistent adoption of good practice guidance in key areas of education, health and social care across all local authority areas</p>	

**Action Plan**

**THEME 5 - DIAGNOSIS, INTERVENTION & SUPPORT**

<b><u>Alignment to Local Outcomes – SOA</u></b> No 4, 5 and 7	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b><u>Timescale</u></b>
Removal of short term barriers such as unaddressed diagnosis and delayed intervention	Foundations : 0-2 years
Access to appropriate post diagnostic support for families and individuals (particularly if there is a late diagnosis)	Foundations: 0- 2 years
Access to appropriate assessment of needs throughout life	Holistic Personalised Approaches: by 10 years
<b><u>Best Practice Indicator</u></b> A multi-Agency pathway for assessment, diagnosis and intervention to improve the support for people with ASD and remove the barriers	Foundations: 0-2 years

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendations/Goals & Aims	Progress
<p><b><u>Action 43:</u></b></p> <p><b>To maintain the number of trained professionals in the social communication team, whilst developing further links with appropriate professionals as required.</b></p> <p><b>To ensure increased continuity of service</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p> <p>Within 3 months</p>	<p><b>Sustainability of diagnosis service on the island which covers the entire lifespan</b></p> <p><b>To comply with implementation of SIGN 98 (Assessment, diagnosis and clinical interventions for children and young adults with autism spectrum disorders – 2007) to ensure a more evidence base diagnosis</b></p> <p><b>To effectively use strategies within business continuity</b></p> <p><b>To continue to meet targets with waiting lists</b></p>	<p><b>Recommendation 19, 21, 22, 23, 24 and 25</b></p> <p><b><u>Goal</u></b> Access to appropriate assessment of needs throughout life</p> <p><b><u>Goal</u></b> Access to appropriate post diagnostic support for families and individuals</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 44:</u></b></p> <p><b>Develop a structured programme of support for children, young adults and parents who have been newly diagnosed with autism and are incorporated in the training plan as part of post diagnostic and intervention pathway</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>All newly diagnosed children and young adults will receive a structured programme of support following diagnosis</p> <p>Training and support will be in place for people with autism and their families</p> <p>Clear and structured pathway in place</p>	<p><b><u>Goal</u></b></p> <p>Access to appropriate post diagnostic support for families and individuals</p>	
<p><b><u>Action 45:</u></b></p> <p><b>Develop a clear consistent pathway for adults to receive support following diagnosis, which would incorporate support group, social opportunities and employment mentorship (links with other themes and actions)</b></p>	<p>Lead:</p> <p>Whole Life Journey: 0 – 5 years</p>	<p>Clear and structured pathway in place</p>	<p><b><u>Best Practice Indicator</u></b></p> <p>A multi-Agency pathway for assessment, diagnosis and intervention to improve the support for people with ASD and remove the barriers</p>	

**Action Plan**

**THEME 6 - WIDER OPPORTUNITIES AND ACCESS TO WORK**

<b><u>Alignment to Local Outcomes – SOA</u></b> No 2, 3, 4, 5, 6 and 7	
<b><u>Linking Goals, Aims and Scottish Strategy Recommendations</u></b>	<b>Timescale</b>
Access to mainstream services where these are appropriate to meet individual need	Foundations: 0 – 2 years
Access to consistent levels of appropriate support across the lifespan including into older age	Holistic Personalised Approach: 0 – 10 years

<b>Action</b>	<b>Lead &amp; Timescale</b>	<b>Outcome</b>	<b>Link to Scottish Strategy Recommendation/Goals &amp; Aims</b>	<b>Progress</b>
<b>EMPLOYMENT:</b>				
<b><u>Action 46:</u></b>  Consideration of an ‘Employability Strategic Group’ as a sub-group of the Education Outcome Group to address employability needs across lifespan for people with autism using SOA logic model	Lead:  Foundations: 0 – 2 years	The group will bring together employability service providers to share information and create a joint working approach to shared employability problems for people with autism		

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 47:</u></b></p> <p><b>The employability strategic group will ensure that links to employability for people with autism are included in the employability strategy</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Strategy will outline a range of employment supports and opportunities for people with autism, especially for those furthest from the labour Market</p>	<p><b><u>Goal</u></b> Access mainstream services where these are appropriate to meet individual need</p>	
<p><b><u>Action 48:</u></b></p> <p><b>Consideration of working in partnership with key agencies to set up a local employability support service and applying for national funding to address gaps</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>Develop and promote employability</p> <p>Work with local employers to address unmet needs of people, especially needs of people facing social and economic exclusion</p>	<p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 49:</u></b></p> <p><b>Develop a clear local Pathway that supports people with Autism into employment as part of transition from school and longer term planning. The pathway should include sign-posting to support with the recruitment process and opportunities with job coaching/buddy systems, employability classes to build up skills</b></p>	<p>Lead:</p> <p>Holistic Personalised Approach: 0-10 years</p>	<p>A clear, consistent and established route for entry into employment</p> <p>Adults with autism are better integrated into society reducing isolation and increasing feeling of wellbeing through greater social support</p> <p>Adults with autism are better supported into work and at work with employers who value them and understand their needs</p>	<p><b><u>Goal</u></b></p> <p>Access to consistent levels of appropriate support across the lifespan including into older age</p>	
<p><b><u>Action 50:</u></b></p> <p><b>Raise awareness in the community and gain commitment from businesses with a particular focus on engaging with employers /companies</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>List of business /companies who will support employment opportunities and information available as part of service directory</p>	<p><b><u>Goal</u></b></p> <p>Access mainstream services where these are appropriate to meet individual need</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 51:</u></b></p> <p><b>Review and evaluate local progress on the Supported Employment Framework</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>Establish the effectiveness and or any implementation of guidance</p>	<p><b>Recommendation 26</b></p>	
<p><b>HOUSING:</b></p>				
<p><b><u>Action 52:</u></b></p> <p><b>Mapping required on ‘needs assessment’ with regards to housing requirements for people with autism</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>Establish future demand of sustainable and affordable range of housing</p>	<p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	
<p><b><u>Action 53:</u></b></p> <p><b>Introduce an identification/autism flagging system to allow adults to be identified if they wish and specific accommodations made</b></p>	<p>Lead:</p> <p>Holistic Personalised Approach: 0 – 10 years</p>	<p>People with autism will access and receive housing advice with increased recognition and understanding of autism</p>	<p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	



Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 54:</u></b></p> <p><b>Review Personal Life Plan/Essential Life Plan and other assessment documents to include baseline assessment of housing need and wider support required to live independently</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>To establish housing needs at earliest opportunity/ transition into adulthood</p>	<p><b><u>Goal</u></b> Access to mainstream services where these are appropriate to meet individual need</p>	
<b>LEISURE:</b>				
<p><b><u>Action 55:</u></b></p> <p><b>Ensure accessible information on all available leisure and social activities/clubs in the community (Links with theme 2 – action 28)</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>Availability of appropriate information</p> <p>Included in service directory</p> <p>Improve access to sport, arts, leisure and other cultural activities so that people with autism can be an integral part of the community</p>	<p><b><u>Goal</u></b> Access mainstream services where these are appropriate to meet individual need</p>	
<p><b><u>Action 56:</u></b></p> <p><b>Access to a range of social groups and opportunities to enhance interaction</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>People with ASD are satisfied with opportunities for social interaction</p>	<p><b><u>Goal</u></b> Access mainstream services where these are appropriate to meet individual need</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<p><b><u>Action 57:</u></b></p> <p><b>Sport Inclusion - Link in with the development work being undertaken with sports development, active schools and outdoor learning which is inclusive for people with autism</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>People with autism will have increased opportunities within sports development, active schools and outdoor learning</p>	<p><b><u>Goal</u></b> Access mainstream services where these are appropriate to meet individual need</p>	
<b>LIFELONG LEARNING OPPORTUNITIES:</b>				
<p><b><u>Action 58:</u></b></p> <p><b>58.1 To ensure that lifelong learning opportunities are an integral part of a clear and consistent pathway for integrated service provision</b></p> <p><b>58.2 To link with the Outer Hebrides Community Learning &amp; Development Strategy</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>Access to mainstream lifelong learning opportunities</p> <p>Increase the opportunities for people with autism to attain skills and qualifications through access to appropriate training and lifelong learning opportunities</p>	<p><b><u>Goal</u></b> Access to consistent levels of appropriate support across the lifespan including into older age</p>	

Action	Lead & Timescale	Outcome	Link to Scottish Strategy Recommendation/Goals & Aims	Progress
<b>CRIMINAL JUSTICE</b>				
<p><b><u>Action 59:</u></b></p> <p><b>Providing support and guidance to people with autism who are potentially at risk of alcohol or substance misuse</b></p>	<p>Lead:</p> <p>Holistic Personalised Approaches: 0 – 10 years</p>	<p>People with autism will be treated equally by the law, have access to justice and live safely in their communities</p> <p>Sharing of information between agencies</p>	<p><b><u>Goal</u></b></p> <p>Access to consistent levels of appropriate support across the lifespan including into older age</p>	
<p><b><u>Action 60:</u></b></p> <p><b>Increase further awareness and use of the autism alert card</b></p>	<p>Lead:</p> <p>Foundations: 0 – 2 years</p>	<p>The Autism Alert card can also be useful in a day to day context to help ease communication and understanding challenges, when someone with autism is, for example, shopping, at a social event, using public transport or leisure facilities.</p>	<p><b><u>Goal</u></b></p> <p>Access mainstream services where these are appropriate to meet individual need</p>	