

Autism Strategy Year One Plan - June 2024 to July 2025

This Autism Strategy Year One Plan details the actions that organisations in Norfolk will take, to begin to achieve the priorities of [Norfolk's All Age Autism Strategy 2024 to 2029](#). The strategy sets out the priority themes which we will work on over the next five years under 'what is important to people'. Some of these may only be partly met through the actions planned for Year One. Where this is the case, we will continue to work with organisations in Norfolk to plan future actions to meet the priorities of the strategy.

The plan will be monitored and reviewed by the Autism Strategy Oversight Group, which includes 6 autistic people and parents/ carers. Progress on the plan will be reported to

- Norfolk Autism Partnership Board (NAPB), every other month
- Norfolk and Waveney Integrated Care System Learning Disability Autism Programme Board, every three months
- Health and Wellbeing Board as requested
- the general public through the Norfolk Autism Partnership's (NAP) website.

The Autism Strategy Oversight Group will co-design with organisations a new plan each year through to 2028.

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PRIORITY 1 – Improved understanding and inclusion of autism

Theme: Better Understanding of autism in society

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>Many people said that autism training for employers or for those providing services in the community such as opticians, solicitors and hairdressers is needed. Training could also help family members of autistic people.</p>	<p>We will promote the one day Understanding Autism Course, which was co-produced by the NAPB with other local organisations. We will do this through social media campaigns and host in-house courses for professionals to attend.</p>	<p>By July 2025, there will be an increase in those requesting the course, with a higher number of professionals trained.</p>	<p>Norfolk Autism Partnership Board</p>
<p>People said that autism should be recognised as a different way of thinking to break down stereotypes.</p>	<p>We will promote the free Autism Awareness e-learning training that is available on the NAPB website. We will do this through the NAPB attending a range of public events and workshops (such as NANSA's Visible Festival, Making Sense of SEND Workshops).</p>	<p>By July 2025, there will be an increase in the number of learners completing the e-learning training.</p>	<p>Norfolk Autism Partnership Board</p>
<p>People said that autism should be celebrated in society. This includes having positive role models and using celebrities.</p>	<p>We will develop a plan and events for Autism Acceptance Week 2025, that celebrates autism in society. We will also investigate the development of an Annual Autism Information Day, that explores the use of positive role models.</p>	<p>From 2 April to 8 April 2025 (Autism Acceptance Week) there will be planned events available.</p>	<p>Norfolk Autism Partnership Board</p>

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<p>People said that leisure services and social groups which are open to everyone (such as Scouts and Brownies) need to make adjustments so that autistic people can take part more easily.</p>	<p>The Local Area Inclusion Plan will support leisure and youth providers to be confident to offer inclusive and accessible opportunities and activities to all children and young people with special education needs and disabilities (SEND) and their families. We do this by</p> <ul style="list-style-type: none"> • developing and offering training for leisure and youth providers • developing information for providers that addresses concerns • setting up a network for providers to share their expertise and develop tips for providers • sharing good practice from existing groups. 	<p>By July 2025, we will have in place inclusive and accessible activities available on providers websites.</p> <p>By July 2025, providers report they feel confident to include autistic children and young people in their groups.</p>	<p>Organisations delivering the Local Area Inclusion Plan</p>
<p>People said that autism alert cards should be promoted, so that autistic people can choose to use them, and the general public have a better understanding of what they can do to support autistic people.</p>	<p>We will promote the autism alert cards through the NAPB website, and the Quick Reference Guides for autistic people, at Provider Workshops and by telling people about them at a range of public events (such as NANSA's Visible Festival, Making Sense of SEND Workshops).</p>	<p>By July 2029, people will be aware and can use the autism alert cards if they choose to.</p>	<p>Norfolk Autism Partnership Board working with a wide range of organisations</p>
<p>People said there could be a kitemark scheme to recognise organisations which are supporting autistic people well.</p>	<p>We will look to develop an autism quality mark 'Kitemark' as part of the Norfolk Autism Directory. We will achieve this through forming a task and finish group to look at the feasibility of an autism quality mark and its criteria.</p>	<p>By July 2025, we will present the options to the NAPB for a decision about an autism kitemark.</p>	<p>Norfolk Autism Partnership Board</p>

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Theme: Understanding of autism in public services

<p>Many people said that more training is needed for staff in settings such as schools, the police, job centres and prisons, to improve the understanding of autism. This includes making sure that staff put training into practice and that training is mandatory. This will make sure that all staff who work with autistic people have the right skills and knowledge.</p>	<p>We will continue to promote and deliver the Understanding Autism Course. We will do this through</p> <ul style="list-style-type: none"> • media and social media campaigns • hosting in-house courses for professionals to attend • specific campaigns aimed at targeted groups of people i.e. schools / Job Centres/ Businesses. 	<p>By June 25, we will see an increase in the training delivered to organisations/businesses outside of health and social care settings.</p>	<p>NAPB working with the NHS Norfolk and Waveney Integrated Care Board and Norfolk County Council</p>
	<p>NHS England will offer the Autism Reality Experience (ARE) training to more staff in prisons and liaison and diversion services. We will do this through</p> <ul style="list-style-type: none"> • booking ARE sessions for commissioned services across the region • keeping a log of training days to ensure sessions are delivered to all agreed services. 	<p>By 31 March 2025, the staff who complete the training will have a better understanding of autism and should feel more confident in supporting autistic people using their services.</p>	<p>NHS England Health and Justice team</p>
<p>Many people said that it is important to make reasonable adjustments based on the needs of the autistic person, regardless of whether they have a diagnosis. For example, providing a quiet place in hospitals and allowing more time to explain things. People said that reasonable adjustments should be made in schools based on the child's needs, rather than requiring a diagnosis.</p>	<p>We will expand the 'Reasonable Adjustments are our Statutory Duty' training, so that more staff in Norfolk understand how to make adjustments for autistic children and young people. We will do this through</p> <ul style="list-style-type: none"> • making the training initially available to Norfolk and Suffolk NHS Foundation Trust (NSFT) staff • opening it up to other staff who support 	<p>By July 2025, NSFT staff will have completed the 'Reasonable Adjustments are our Statutory Duty' training and we will have a plan to roll this out further as part of the NAPB Year 2 Plan.</p>	<p>NHS Norfolk and Waveney Integrated Care Board - Children and Young People and Maternity Services</p>

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<p>Many people said that there should be more training for staff in health and social care services. They said it is important that clinical and administrative staff in hospitals, GP surgeries, dentist and mental health services undertake the right level of training for their role.</p>	<p>children and young people with mental health issues.</p> <p>We will start to roll out the Oliver McGowan Mandatory Training on Learning Disabilities and Autism to all health and care staff in Norfolk. The provider ACC Consulting Limited will co-deliver the training with autistic experts by experience. We will do this through</p> <ul style="list-style-type: none"> • delivering 200 Tier 1 part 2 sessions and 338 Tier 2 part 2 sessions of Oliver's training to health and social care staff across Norfolk • recruiting autistic experts by experience to co-deliver this training. • asking attendees what they will change as a result of attending the training and sharing these examples online. 	<p>By July 2025, health and social care staff will have the skills to work with autistic people. We will report the number of training sessions delivered and the number of attendees recorded separately for Health and Social Care.</p>	<p>NHS Norfolk and Waveney Integrated Care Board working with Norfolk County Council</p>
	<p>We will develop and roll out a new Neurodiversity e-learning course, which will be available for all Norfolk County Council staff. This will be part of the overall equality, diversity and inclusion training available for staff.</p>	<p>By end 2025, neurodiversity e-learning will be available to Norfolk County Council staff, giving them a better understanding of neurodiversity and how to support people in the workplace.</p>	<p>Norfolk County Council</p>

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<p>People said that it is important that professionals understand sensory differences (such as different ways of perceiving pain), and that they understand demand avoidance and the impact of previous trauma.</p>	<p>We will deliver a demand avoidance statement and share this with all professionals across Norfolk. We will do this through</p> <ul style="list-style-type: none"> • co-producing a pathological demand avoidance statement and adding this to the NAPB website. • making professionals across Norfolk aware of the statement and providing relevant resources to support those with the profile. 	<p>By June 2029, professionals have a better understanding of demand avoidance that is reflected in practice.</p>	<p>Norfolk Autism Partnership Board</p>
<p>People said there are examples of good practice in healthcare settings and schools. This good practice should be shared widely so that other services can learn from them.</p>	<p>We will share good practice of how the Oliver McGowan training is being rolled out. We will do this through sharing good practice examples from the training online.</p>	<p>By June 2025, people will be able to learn from good practice examples shared online.</p>	<p>NHS Norfolk and Waveney Integrated Care Board</p>
	<p>We will collect and distribute examples of good practice in health and social care settings. We will do this through</p> <ul style="list-style-type: none"> • gathering information through partners and the Autism Norfolk Forum. • sharing these good practice examples with the wider membership of the NAP. • including case studies on the NAPB website's 'News' webpage. 	<p>By June 2029, people working in schools and healthcare will be able to learn from good practice examples shared online.</p>	<p>Norfolk Autism Partnership Board</p>

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Theme: Information and Resources

<p>Many people said that a Norfolk directory of autism support should be created, so that autistic people and their families know what is available, and how to access it.</p>	<p>We will regularly review and keep the newly created Norfolk Autism Directory up to date with relevant information that is accessible.</p> <p>We will do this through using information received from various organisations and ensuring information is correct.</p>	<p>Ongoing</p>	<p>Norfolk Autism Partnership Board</p>
	<p>We will keep up to date and make available Norfolk one-page quick reference guides of support for autistic people.</p> <p>We will do this through</p> <ul style="list-style-type: none"> • making the guides available on the NAPB website. • encouraging all organisations to make them available at events and conferences. 	<p>By 2029, autistic people and their parents and carers report they are more confident to identify and access the support they need.</p>	<p>Norfolk County Council working with the NAPB and NHS Norfolk and Waveney Integrated Care Board</p>

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Theme: Co-production

<p>People said that co-production is important. They said that information for autistic people should be co-produced, and that autistic people should be fully involved in creating the plan to deliver this strategy and monitoring it. They also said that autistic people should be involved in creating training courses (such as the free autism awareness e-learning) and that it is important for autism training to be co-presented by autistic people.</p>	<p>We will publish current co-production and engagement opportunities on the NAP website. We will also campaign for wider co-production across all partners. We will do this through</p> <ul style="list-style-type: none"> • challenging partners through the NAPB, if we feel co-production or reasonable adjustments are not applied in a meaningful way • working with organisations to increase their knowledge and working practices around co-production • providing an online form for people to share their details and areas of interest so they can be advised of co-production activities • promoting co-production at all events and on the NAPB website. 	<p>By June 2029, more autistic people and their parents and carers know where to find co-production opportunities with an increase in those choosing to engage. By June 2029, the NAPB is consulted more regularly and invited to participate in co-production across organisations. The number of challenges that the NAPB make to services and partners regarding co-production will diminish through the life of the strategy.</p>	<p>Norfolk Autism Partnership Board</p>
	<p>We will support the delivery of the Oliver McGowan Training to all social care and health staff. We will do this through notifying and supporting autistic adults to make an application to co-present the Tier 1 and Tier 2 training.</p>	<p>By June 2025, the current training provider will have enough autistic people who regularly work with them to deliver the Oliver McGowan Training.</p>	<p>Norfolk Autism Partnership Board</p>

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
People said that the Norfolk Autism Partnership Board should reach out to younger people, to make sure that they are represented on the Board.	We will promote the NAPB and Norfolk All Age Autism Strategy 2024-2029 to younger autistic people. We will achieve this through <ul style="list-style-type: none"> • attending public events such as NANSA's Visible Festival, Making Sense of SEND Workshops • developing plans/events for Autism Acceptance Week 2025 (2nd April -8th April 25) • investigating the development of an Annual Autism Information Day • media and social media campaigns. • work with the Dragons and Norfolk SEND Youth Forums to encourage autistic children and young people to join the NAP. 	By June 2025 , we will have the required number of younger autistic people represented at the Board.	Norfolk Autism Partnership Board
	We will recruit new autistic members and parents/carers for the NAPB , and its associated working groups/task and finish groups. We will do this through raising awareness of opportunities online, through Forums and at public/promotional events that the NAPB attends.	By June 2029 , we will see an increase in the number of new members applying to join in all activities of the NAPB.	Norfolk Autism Partnership Board

PRIORITY 2 – Improve access to education and support transitions into adulthood

Theme: Support in schools, colleges and other education settings

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said that good quality support in mainstream schools, colleges and universities is important. This includes support continuing from one setting to another (for example, primary to secondary school). It also includes understanding of autistic young people’s mental health and sensory needs, and support for those with lower-level needs, not just those with complex needs.</p>	<p>The Local Area Inclusion Plan will strengthen Special Educational Needs (SEN) support in mainstream schools. We will do this through</p> <ul style="list-style-type: none"> • carrying out audits of SEN Information Reports • using the Accessibility Self Evaluation Framework to support schools and colleges. 	<p>By Autumn term 2025, audits of Special Educational Needs Information Reports and Accessibility Plans will confirm that they reflect what is happening in schools and colleges.</p>	<p>Organisations delivering the Local Area Inclusion Plan</p>

Theme: Communication

<p>People said that the voices of parents and children needs to be heard in education settings, as parents can feel that they are not listened to.</p>	<p>The Local Area Inclusion Plan will put in place 10 tips for inclusion with and for children and young people, to help them to know their rights and advocate for themselves.</p>	<p>By July 2025, education settings will be using the 10 tips to support children and young people to advocate for themselves.</p>	<p>Organisations delivering the Local Area Inclusion Plan</p>
	<p>The Local Area Inclusion Plan will implement person-centred approaches in Annual Reviews initially and monitor impact and feedback.</p>	<p>By July 2025, professionals will be supported to develop effective relationships with families and use plain English to</p>	<p>Organisations delivering the Local Area Inclusion Plan</p>

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		communicate. This will lead to a reduction in complaints.	
People said that autistic young people need more support to learn to speak for themselves as they become adults. They said families need better information about how they can support their child to make their own decisions, and what happens if the young person is not able to make a decision for themselves.	The Local Area Inclusion Plan will identify key contacts for each post 16 provider, so that families can be included in their child's post 16 education.	By July 2025 , autistic young people and their families report that they are listened to.	Organisations delivering the Local Area Inclusion Plan
	The Local Area Inclusion Plan will increase the number of staff accessing training which enables them to support children and young people to give their views. It will also consider the specific training requirements for staff working with autistic children and young people.	By July 2025 , meaningful contributions from children and young people to their EHCPs and SEN support plans will be recorded in Synergy (the recording system for SEND).	Organisations delivering the Local Area Inclusion Plan
	The Local Area Inclusion Plan will co-produce a 'Know Your Rights for a Healthy Adult Life' leaflet and animation, to raise awareness of how consent changes at age 16.	By July 2029 , there will be an increase in the number of young people (including autistic young people) accessing health services independently.	Organisations delivering the Local Area Inclusion Plan

Theme: Support for home educating families, and young people who are not in school

People said it would be helpful if resources used by schools could be shared with families, so that they can use them as well.	The Elective Home Education Team will make autism resources and links available on their website. We will do this through <ul style="list-style-type: none"> working with the NAPB to identify and test autism home educating resources that are helpful. 	By April 2025 , there will be autism home educating resources available online.	The Elective Home Education Team working with the NAPB
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	<ul style="list-style-type: none"> creating sections on the NCC home education website for SEND and autism. 		

Theme: Transitions into adulthood

People said that planning for the transition into adulthood should start in Year 9 for all autistic young people, not just those with an EHCP.	The Local Area Inclusion Plan will plan for and record destination plans from Year 9 onwards. This information will be recorded consistently on a central system to inform commissioning of post 16 options.	By July 2025 , young people have successful transition experiences into employment or community engagement.	Organisations delivering the Local Area Inclusion Plan
People said that continuity is important in transitions within health care, social care and education, so that autistic young people do not suddenly lose support, or find they are being supported in a very different way.	The Local Area Inclusion Plan will audit transition arrangements for young people moving from school to college. We will do this through <ul style="list-style-type: none"> considering how educational settings set up transition sessions reviewing how they plan reasonable adjustments for young people with sensory and communication needs. 	By July 2025 , more young people have a positive transition to college, with reasonable adjustments in place when they arrive.	Organisations delivering the Local Area Inclusion Plan
People said that waiting times for support from the Preparing for Adult Life Team need to be reduced, so that they can get involved earlier.	The Preparing for Adult Life team will review the team's allocation and referral systems to identify how waiting times can be reduced.	By July 2025 , waiting times for support from the Preparing for Adult Life team for autistic young people will be reduced.	Norfolk County Council Adult Social Services

PRIORITY 3 – Support adults into employment

Theme: Getting a job

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said that autistic people need support to access employment based on their strengths and interests.</p>	<p>We will support more autistic adults to get a paid job through the Local Supported Employment Programme.</p>	<p>By July 2025, more autistic people will be in paid employment, and we will continue to exceed the government's target for LSE (which is for 30% of people to be in paid employment).</p>	<p>Norfolk County Council Adult Social Services</p>
<p>People said that there are many alternatives to traditional employment which could be considered. These include apprenticeships, supported internships, self-employment, part-time or flexible working, and paid peer support roles. Being able to work or study from home also creates more opportunities for some autistic people.</p>	<p>The Local Area Inclusion Plan will increase the opportunities for young people with Special Educational Needs and Disabilities (including autistic young people) to access supported internships.</p>	<p>By July 2025, there will be an increase in autistic young people doing supported internships.</p>	<p>Organisations delivering the Local Area Inclusion Plan</p>

Theme: Support for employers

<p>People said that there should be more information and support available to employers to help them recruit and support autistic employees.</p>	<p>Through the Skills and Employment Team we will work with employers to support them to offer work placements to autistic adults who are known to Adult Social Services.</p>	<p>By July 2025, there will be more employers supported by the Skills and Employment Team and offering paid work to autistic adults.</p>	<p>Norfolk County Council Adult Social Services</p>
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People said employers could share good practice with each other and be encouraged to sign up to the Disability Confident scheme. The needs of autistic people could be specifically considered, for example as a separate kitemark.	Through the Skills and Employment team we will support more employers to achieve the first level of the Disability Confident employer scheme: Disability Committed.	By July 2025 , more employers in Norfolk will be signed up to the Disability Confident scheme.	Norfolk County Council Adult Social Services
	Through Norfolk Care Careers , we will promote the Disability Confident scheme with adult social care employers, when offering consultancy to employers.	By July 2025 , more employers in Norfolk will be signed up to the Disability Confident scheme.	Norfolk County Council Adult Social Services

Theme: Routes into employment and education for adults

People said that volunteering and work experience could provide more routes into work for autistic people.	We will support more autistic adults who are receiving support from Adult Social Services through the Norfolk Employment Service . This service will support autistic adults to access routes into work, such as volunteering, work experience, training and education, as well as paid employment.	By July 2025 , more autistic adults known to Adult Social Services will be volunteering or doing work experience.	Norfolk County Council Adult Social Services
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PRIORITY 4 – Tackle health inequalities for autistic people

Theme: Diagnosis

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<p>Many people said that waiting times for an autism diagnosis should be reduced.</p>	<p>We will offer more assessments through working with other organisations that can carry out children and young people's autism diagnostic assessments.</p>	<p>By June 2025, waiting times for a neurodevelopmental assessment will stop increasing. The diagnostic waits will be reported to the NAPB each month.</p>	<p>Norfolk and Waveney Integrated Care Board, Children, Young People and Maternity Commissioners</p>
	<p>We will work with organisations across Norfolk (known as a system collaborative) to improve services and to change how we work. We will do this through</p> <ul style="list-style-type: none"> • putting in place a Neurodiversity Digital Toolkit that will be developed for professionals • putting in place an Early Assessment Needs Mapping tool • putting in place school and community zone teams that support neurodiversity (such as bringing together specialist knowledge to provide earliest possible support) • putting in place a universal training offer • raising awareness of the support 	<p>By Autumn 2024, the system collaborative will present a case for change to the ICB Executive Board.</p>	<p>Norfolk and Waveney Integrated Care Board working with the 'system collaborative' (education, health, social care and organisations in Norfolk)</p>

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	available <ul style="list-style-type: none"> • creating a new model for diagnostic referrals, which focuses on supporting the needs of children and young people at an early stage. 		
	We will commission an adult autism diagnosis and support pathway. We will do this through working with the NAPB to co-design a model and approve a provider to deliver the service.	By July 2029 , an adult diagnostic and support pathway will begin to support people at an earlier point and provide a timely diagnosis for those most at risk and vulnerable.	Norfolk County Council and the Norfolk and Waveney Integrated Care Board working with the NAPB
People said that pre and post diagnostic information and support are important. This includes information and support around regulating emotions, understanding masking and sensory differences.	We will work with the 'system collaborative' to improve the pre and post diagnostic information and support available for autistic children and young people. We will do this through <ul style="list-style-type: none"> • providing a single place to find resources and support on neurodevelopmental difficulties (such as the digital library on Just One Norfolk) • raise awareness of the digital libraries and its resources that are available to families and educational professionals across Norfolk (such as free sensory regulation online training sessions on understanding sensory differences). 	By Autumn 2024 , professionals and families will know where to find information and reach out for support. We will see a reduction in general enquiries and reduced complaints.	Norfolk and Waveney Integrated Care Board, Children, Young People and Maternity Commissioners working with the 'system collaborative' (education, health, social care and organisations in Norfolk)

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People said that the diagnostic pathways need to be improved for adults who may need assessments for more than one condition, such as autism and ADHD.	We will work with providers to improve the adult neurodevelopmental pathways. We will do this through working with adult autism spectrum disorder (ASD) and attention deficit and hyperactivity (ADHD) assessment services to accept the initial referral date to either service when people are waiting for both assessments.	By Sept 2024 , those waiting for an ASD and ADHD assessment are not disadvantaged by two long waiting lists.	Norfolk County Council Adult Social Care Commissioners working with adult neurodevelopmental services
People said that a private diagnosis was not accepted by their GP in some cases, and it should be.	We will give GPs the tools to check that autism assessments align to NICE guidance. Where this applies, and autism is confirmed GPs will add an autism code to the person's health record. We will do this through <ul style="list-style-type: none"> • providing GPs with a list of providers who have passed Norfolk and Waveney Integrated Care Board's due diligence with NHS contracts in place. • working with the NAPB to create guidance on private diagnosis. This will be available online for those who suspect they are autistic and seeking a private diagnosis. 	By Dec 2024 , GPs are able to confirm autism assessments comply with NICE guidance and add a code to the person's health record. By June 2025 , adult guidance on private diagnosis for those who suspect they are autistic will be available on the NAPB website.	Norfolk County Council Adult Social Care Commissioners and the Norfolk and Waveney Integrated Care Board working with the NAPB

Theme: Health services

People said that there needs to be better access to specialist health services such as Speech and Language Therapy, sensory integration assessments and support for ARFID (Avoidant Restrictive Food Intake Disorder).	We will work with the NAPB and health providers to have a clear summary of what the issues are to understand the access challenges and ways to improve	By May 2025 , we will have worked with health provider to understand the issues and have	Norfolk and Waveney Integrated Care Board
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	access to these services for autistic people.	plans to influence change.	working with the NAPB
People said the support offered by the Learning Disability and Autism Nurses in the acute hospitals needs to be better known about, and that it would be helpful if it was available out of hours.	We will talk to acute health services to find out what support is available for autistic people (who do not have a learning disability) for when they are in hospital.	By May 2025 , we will have a clear summary of what support is available for autistic people at the acute hospitals and this information will be available on the NAPB Website.	Norfolk and Waveney Integrated Care Board working with the NAPB

Theme: Mental health services

People said that mental health support for autistic people needs to be more available. This includes therapy and counselling being adapted so that they are appropriate for autistic people.	The newly commissioned NHS Talking Therapies Service will publish new positive practice guides for supporting autistic people. We will do this through developing positive practice guides that will be available to all staff.	By July 2025 , new positive practice guides will be available to staff offering NHS talking therapies, with autistic people experiencing therapy and counselling in a way that is adapted to their needs and improves their experience of therapy.	Norfolk and Waveney Integrated Care Board working with Norfolk and Suffolk NHS Foundation Trust
	The Norfolk and Waveney Mental Health Learning Disabilities and Autism Inpatient plan will focus on supporting autistic people who are inpatients in mental health hospitals. We will do this through	By July 2025 , reasonable adjustment training will be available to all inpatient staff. Autistic people who are	Norfolk and Waveney Integrated Care Board working with

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	putting in reasonable adjustment training for inpatient staff.	inpatients in mental health hospitals will be supported in a way that is adapted to their needs.	Norfolk and Suffolk NHS Foundation Trust
	We will increase the number of therapists and types of therapy available for children and young people up to 25 years. We will do this through <ul style="list-style-type: none"> • building on the existing professional therapies from a range of organisations to work with children and young people who need this support. • increasing the bank of staff who will offer specific training in neurodiversity so that autistic children and young people's needs can be met. 	Ongoing , autistic children and young people up to the age of 25 who are waiting for therapy will be able to get appropriate support in a timely way.	Norfolk and Waveney Integrated Care Board
People said that better support is needed to stop autistic people going into crisis. People also said that more support should be available when autistic people are in crisis.	We will set up a pilot crisis plus team to support 10 to 15 autistic adults in the first year. The team will also offer consultancy to other services supporting those people to work more effectively with autistic people with complex mental health need.	By July 2025 , the NSFTs Key Performance Indicators will demonstrate a reduction in reliance on urgent and emergency services for those who access the service.	Norfolk and Waveney Integrated Care Board working with Norfolk and Suffolk NHS Foundation Trust
	The Norfolk and Waveney Mental Health Learning Disabilities and Autism Inpatient plan will focus on supporting autistic people with co-occurring mental health	By July 2025 , we will have a better understanding of the actions required to	Norfolk and Waveney Integrated Care Board

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
	<p>needs to avoid admissions and provide safe and timely discharges from hospital. We will do this through obtaining insights from quality reviews.</p>	<p>avoid admissions and ensure safe and timely discharges from hospital, with a plan to reduce the length of inpatient stays.</p>	<p>working with Mental Health Inpatient Services</p>
	<p>We will share information and plan support across different organisations for children and young people who are at risk of a mental health crisis. We will do this through building on the Early Intervention Forums, which were recently set up. These meet monthly and are attended by a wide range of organisations.</p>	<p>By July 2029, fewer autistic children and young people need to be supported through the Dynamic Support Register or by being admitted to mental health hospitals.</p>	<p>Norfolk and Waveney Integrated Care Board working with a range of organisations including education, health, social care, criminal and youth justice</p>

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said that crisis telephone support should be available for autistic people and that there should be an option to speak to someone with expertise in autism.</p>	<p>We will set up a task and finish group to develop crisis telephone support (111 mental health option). We will do this through</p> <ul style="list-style-type: none"> • the group having a clear focus on making reasonable adjustments to improve access for autistic people who need mental health support. • providing training to call handlers to recognise the needs of autistic people and be able to adapt their approach. 	<p>By July 2025, call handlers will have received their training with autistic people accessing mental health telephone support in a way that is adapted to their needs.</p>	<p>Norfolk and Waveney Integrated Care Board working with Norfolk and Suffolk NHS Foundation Trust</p>

PRIORITY 5 – Building the right support in the community

Theme: Early intervention

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said that there should be more social groups for autistic people, to prevent loneliness and provide opportunities to meet others. This includes groups in smaller places as well as large towns and a mix of in person and online groups.</p>	<p>We will continue to work with the library service to facilitate a range of support and social groups across the county. We will do this through</p> <ul style="list-style-type: none"> • continuing to liaise with libraries that offer or wish to offer sessions for autistic people • preparing and designing promotional material for libraries • displaying all library sessions on the 'what's on' calendar in the Norfolk Autism Directory. 	<p>By July 2025, there will be a wide range of autism or neurodiverse social/support groups in libraries across the county.</p>	<p>Norfolk Autism Partnership Board</p>
	<p>We will promote social and support groups offered by other organisations. We will do this through</p> <ul style="list-style-type: none"> • publicising these groups in the 'what's on' calendar in the Norfolk Autism Directory • providing an online form for people to easily submit details, which we will add to the Directory. 	<p>By July 2025, there will be a wide range of regular support/social groups for people of all ages and interests.</p>	<p>Norfolk Autism Partnership Board</p>
<p>People said there is a need for support to help autistic people understand themselves. This includes support with managing their</p>	<p>We will continue to promote the use of the Recovery College's Living Well with Autism course. We will publicise it</p>	<p>By July 2025, we will have shared information about the Recovery College Living Well with</p>	<p>Norfolk Autism Partnership Board</p>

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
own mental health and support for late diagnosed adults.	through social media and the NAP website.	Autism through social media on a regular basis.	
People said that parents, carers and families need more support.	We will raise awareness of Autism Central , a new support hub for parents and carers of autistic people in the East of England. We will promote this within Adult Social Services through the autism champions and internal communications so that staff can tell families about it.	By July 2025 , more parents/carers will be accessing support from Autism Central and becoming peer supporters for other parents.	Norfolk County Council Adult Social Services

Theme: Support for autistic people

Many people said that a drop-in service available to all autistic people is needed. This would mean people could get occasional support when they need it. Several ideas were suggested for this, such as using hubs in the community, or a bus that travels around.	We will work with the University of East Anglia (UEA) to bid for funding to research the impact of short-term support service for autistic people . This aims to influence how services are developed in future, by providing evidence of the best ways to support autistic people.	By April 2025 , UEA in partnership with Norfolk County Council will have submitted a bid for funding to the National Institute for Health and Care Research. Autistic people will have been involved in the creation of the bid.	Norfolk County Council Adult Social Services working with the UEA and NAPB
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Theme: Social care services

People said that professionals should take a whole family approach. This includes considering siblings and their needs.	We will ensure that the Short Breaks service for young people provides a whole family approach. We will do this	By July 2025 , autistic children and young people who access Short Breaks can take	Norfolk County Council
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What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
	through <ul style="list-style-type: none"> • encouraging providers to offer activities that siblings can attend • introducing the ability for families to use their pre-paid Short Breaks card for whole family activities. 	part in activities with their siblings and families.	Children's Services
	We will extend the successful Parent Carers Needs Assessment and Support pilot across Children's Services from April 2025 when the pilot comes to an end. We will do this through <ul style="list-style-type: none"> • learning from the pilot to inform the wider rollout • linking this work to our young carers work, to ensure a whole family approach. 	By July 2025 , parent carers of autistic children across the county will be able to access support from this service, and the caring needs of all family members will be considered.	Norfolk County Council Children's Services
People said that more respite options are needed to support family carers.	We will work with Shared Lives to increase the availability of Shared Lives carers with the skills and training to offer respite to autistic adults.	By July 2025 , more autistic adults will be accessing respite through Shared Lives.	Norfolk County Council Adult Social Services
	Through the Short Breaks Strategy , we will increase the number of services available. This will give families more choices closer to home. We will also increase universal, specialist and residential/respite services.	By July 2025 , families of autistic children and young people who need respite will have more options available to them, closer to home.	Norfolk County Council Children's Services
People said that waiting times for allocation to a social care worker should be reduced.	We will monitor the number of autistic adults on social care waiting lists and use the data that this provides to consider how we could achieve a reduction in waiting times.	By July 2025 , autistic adults will not be waiting as long for a social care assessment.	Norfolk County Council Adult Social Services

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said improvements to communication and the approach taken for an Adult Social Services assessment are needed.</p>	<p>We will promote the recently co-produced guides to having a social care assessment, to help improve communication and get the approach right for the person. We will do this through</p> <ul style="list-style-type: none"> • making the guides available on the NAP website for autistic adults and their families to access • regularly reminding social care practitioners to offer the guides before an assessment. 	<p>By July 2025, more autistic adults will be sent the co-produced guides before a social care assessment. This may lead to a reduction in complaints from autistic adults about how Adult Social Services has worked with them.</p>	<p>Norfolk County Council Adult Social Services</p>
<p>People said that more flexibility would help families to use Short Breaks funding at times that work for them, and that it can be hard to provide the evidence required to access support.</p>	<p>Short Breaks funding can only be used outside of school hours, but we have made it easier for families to apply for Short Breaks. We have done this through</p> <ul style="list-style-type: none"> • introducing a portal for applications • reviewing the evidence required to make it easier to apply. 	<p>By December 2024, families will find it easier to apply for Short Breaks funding.</p>	<p>Norfolk County Council Children's Services</p>

Theme: Housing and independent living

<p>People said that autistic people need support to develop the skills for independent living. They said that people may appear to function really well in some areas, but still need support in others. This needs to start early, but also be available throughout the life span.</p>	<p>We will roll out the Norfolk Autism Adult Support Service to all teams in Adult Social Services. This service provides short-term coaching (up to 12 weeks) to autistic adults with emerging social care needs, to support them with building confidence and developing skills.</p>	<p>By January 2025, autistic adults with emerging social care needs who have been referred to the service have achieved positive outcomes, improving their independence and wellbeing.</p>	<p>Norfolk County Council Adult Social Services</p>
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What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
People said that more information about independent living options is needed.	We will promote the Supported Living Information pages on Norfolk County Council's website, including new videos about supported living. This is being promoted through reminders to Adult Social Services staff to share this information.	By July 2025 , autistic adults and their families who have seen the information will have a better understanding of housing options.	Norfolk County Council Adult Social Services

PRIORITY 6 – Improve support within the criminal and youth justice system

Theme: Early Intervention

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
<p>People said that the right support early on could help to prevent a situation from getting much worse. This includes how the police approach an autistic person, to make sure they ask questions in the right way.</p>	<p>We will share information and plan support across different organisations for children and young people who are at risk of committing offences. We will do this through building on the Early Intervention Forums. These have recently been set up, meet monthly and are attended by a wide range of organisations.</p>	<p>By July 2029, with the aim that fewer autistic young people become involved with the criminal and youth justice systems.</p>	<p>Norfolk and Waveney Integrated Care Board working with education, health, social care and youth justice</p>
<p>People said that autistic young people and adults are vulnerable to exploitation and need support to prevent this.</p>	<p>We will work with autistic people to make sure our 'See Something, Hear Something, Say Something' campaign is autism friendly. We will do this through obtaining feedback from autistic people to help shape the support we provide to prevent exploitation.</p>	<p>By July 2025, the feedback obtained from autistic people will help shape the support we provide to prevent exploitation.</p>	<p>Norfolk Safeguarding Adults Board working with the NAPB</p>
	<p>We will put in place a County Exploitation Oversight Group. This group will bring together professionals to explore gaps in services that prevent exploitation and agree a focus for change.</p>	<p>By Dec 2025, a County Exploitation Oversight Group will be in place with priorities for action.</p>	<p>Norfolk Safeguarding Adults Board working with other organisations</p>

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
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Theme: Support in police stations and courts

<p>People said there is a need for advocacy to support autistic people with communication and to help them understand what is happening. This includes the availability of appropriate adults to support autistic people in police stations.</p>	<p>The volunteers of the Independent Custody Visitors Scheme will check whether autistic people in police custody receive the right support. We will do this through</p> <ul style="list-style-type: none"> • checking if autistic people are offered an appropriate adult to support them • checking if they are seen by the Liaison and Diversion Team or healthcare team • letting the police know when the volunteers think they have found a problem so that the police can fix it. 	<p>By July 2025 more autistic people in police custody are offered support from an appropriate adult and Liaison and Diversion Team.</p>	<p>The Office of the Police and Crime Commissioner and Norfolk Constabulary</p>
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Theme: Support while in prison

<p>People said that autistic prisoners need more support, including reasonable adjustments to make the environment more appropriate.</p>	<p>We will put in place reasonable adjustments and improve communications between staff and prisoners. We will do this through promoting the use of one-page profiles that improve communications and enable reasonable adjustments to be made.</p>	<p>By July 2029, prisoners will report improved communications through reasonable adjustments.</p>	<p>His Majesty's Prison Bure, Wayland and Norwich</p>
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What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
	We will improve the environment in prison wings for autistic people. We will do this through <ul style="list-style-type: none"> • visiting neurodiversity units in other prisons and learning from them. • getting a PAT dog to visit to the prison wings to enable communication and develop the confidence of prisoners to overcome a range of obstacles in daily prison life. 	By July 25 , the lessons learnt from other prisons will inform how the prison environment can improve and a PAT dog visits the prison wing to support prisoners to overcome obstacles of daily prison life.	His Majesty's Prison Bure
People said that more support is needed for autistic prisoners to develop work skills and get a job on release.	We will provide activity sessions in the prison that are accessible to neurodivergent prisoners. We will do this through using the results of a recent survey to inform how the activity groups should run.	By July 25 , the survey will have informed how the sessions run with the activities in place.	His Majesty's Prison Bure
	We will give prisoners a safe space and help them to develop their skills. We will do this through restarting the coffee mornings.	By July 2025 , the prisoner's coffee morning will be held in the prison and attended by autistic prisoners providing a safe space with likeminded people.	His Majesty's Prison Wayland and Norwich

What is important to people <i>As detailed in the strategy</i>	What we will do	What will done look like and how it will be measured	Who will do it
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Theme: Support on release from prison

<p>People said that autistic prisoners need support when they leave prison. Autistic prisoners sometimes miss out on probation support due to reaching the end of their sentence through being recalled.</p>	<p>Prior to release, we will support autistic prisoners to access the community to travel confidently on release from prison. We will do this through offering support with travel routes, to neurodivergent prisoners who are anxious about travelling.</p>	<p>By June 2025, prisoners will report they are more confident to travel independently on release from prison.</p>	<p>His Majesty's Prison Bure</p>
	<p>One-page profiles will be sent to approved premises and to the Community Offender Manager to support communications and enable reasonable adjustments to be made.</p>	<p>By June 2025, one-page profiles will be shared with reasonable adjustments made.</p>	<p>His Majesty's Prison Wayland and Norwich</p>
	<p>We will put in place a new regional RECONNECT service which will be neurodivergent friendly and include robust neurodiversity support. The new service will support autistic prisoners for up to 6 months post-release to access community health and social care services.</p>	<p>By July 2025, the regional RECONNECT service will be available and accessible to autistic prisoners.</p>	<p>East of England and Justice Team</p>

Autism Strategy – Future Plans

The Autism Strategy Year One Plan details the actions that organisations in Norfolk will take, to begin to achieve the priorities detailed in [Norfolk's All Age Autism Strategy 2024 to 2029](#). Future yearly plans will set out how organisations will work towards the themes in the strategy that are not included or will not be fully met through the Year One Plan. These are listed below.

PRIORITY 1 – Improved understanding and inclusion of autism

These are the themes under Priority One that we will look at in future years:

Theme: Better understanding of autism in society

- People said there needs to be more understanding of autism among the general public. This includes understanding of meltdowns and shutdowns, so that people respond in a way that is helpful.
- People said that autism friendly transport needs to be widely available, so that autistic people can get out and about, particularly if they live in rural areas.
- People said that leisure services and social groups which are open to everyone, need to make adjustments so that autistic people can take part more easily. *The Year 1 Plan details actions in place for children and young people.*

Theme: Understanding of autism in public services

- Many people said that more training is needed for staff in settings such as schools, the police, job centres and prisons, to improve the understanding of autism. This includes making sure that staff put training into practice and that training is mandatory. This will make sure that all staff who work with autistic people have the right skills and knowledge. *The Year 1 Plan details actions in place for Prisons.*
- Many people said that it is important to make reasonable adjustments based on the needs of the autistic person, regardless of whether they have a diagnosis. For example, providing a quiet place in hospitals and allowing more time to explain things. People said that reasonable adjustments should be made in schools based on the child's needs, rather than requiring a diagnosis. *The Year 1 Plan details reasonable adjustments for NSFT staff who support children and young people with mental health issues.*

- People said that it is important that professionals understand sensory differences (such as different ways of perceiving pain), and that they understand the impact of previous trauma. *The Year 1 Plan details actions for professionals to understand demand avoidance.*

Theme: Advocacy

- People said that independent advocacy should be available whenever autistic people need it. This could be to support them when accessing services such as health and social care or when applying for benefits.

Theme: Safe Places

- People said there is a need for safe places in the community and in hospitals. These could also provide a quiet place for autistic people when they need it.

PRIORITY 2 – Improve access to education and support transitions into adulthood

These are the themes under Priority Two that we will look at in future years.

Theme: Support in schools, colleges and other education settings

- People said that good quality support in mainstream schools, colleges and universities is important. This includes support continuing from one setting to another (for example, primary to secondary school). It also includes understanding of autistic young people's mental health and sensory needs, and support for those with lower-level needs, not just those with complex needs.. *The Year 1 Plan includes actions to strengthen SEND support in mainstream schools and colleges.*
- People said that better resources are needed to enable teachers to support autistic students. These should also be shared with parents for a consistent approach.
- People said that schools and colleges could learn from each other by sharing good practice.
- People said that it can be very difficult to access an Education Health and Care Plan (EHCP) for those who need it, and the wait to get an EHCP should be reduced. People said that schools and colleges should be held to account if they do not provide the support listed in an EHCP.
- People said that more specialist schools for autistic students are needed, as well as better access to remote learning for those who are struggling to attend school. People said that more flexibility could enable young people to access college courses when they are ready for them, rather than being limited by their age.
- People said that autistic children and young people should get support in schools to enable them to make and keep friends. People also said that bullying within schools needs to be better addressed.

Theme: Communication

- People said that autistic young people need more support to learn to speak for themselves as they become adults. They said families need better information about how they can support their child to make their own decisions, and what happens if the young person is not able to make a decision for themselves. *The Year 1 plan includes actions for young people.*

Theme: Transitions into adulthood

- People said autistic young people need support to make the transition from school to college, and from education to work. This includes schools and colleges knowing about options for young people to move on to.
- People said that careers advice should focus on the autistic young person's strengths and their hopes for the future.

PRIORITY 3 – Support adults into employment

These are the themes under Priority Three that we will look at in future years.

Theme: Getting a job

- People said that there are many alternatives to traditional employment which could be considered. These include apprenticeships, supported internships, self-employment, part-time or flexible working, and paid peer support roles. Being able to work or study from home also creates more opportunities for some autistic people.
- People said that there are many alternatives to traditional employment which could be considered. These include apprenticeships, supported internships, self-employment, part-time or flexible working, and paid peer support roles. Being able to work or study from home also creates more opportunities for some autistic people. *The Year 1 Plan includes actions to create opportunities for internships.*
- People said that recruitment processes should be adapted so that they are based on autistic people's strengths and an understanding of the challenges they experience. For example, doing a job trial rather than a traditional interview.

Theme: Keeping a job

- People said that employers could provide a mentor for autistic employees when appropriate. Having one person to go to would make it easier for many autistic people to maintain their job.
- People said that more support should be given to autistic employees to help them to manage stress and issues at work. Autistic people sometimes feel that Human Resources processes around absence do not recognise their needs.
- People said that autism friendly information on employment rights would be helpful. This would help autistic employees to know what support they can expect their employer to provide, and what their employer is legally required to do.
- People said that autistic people should be made aware of the support available through the Access to Work scheme.

Theme: Support for employers

- People said employers could share good practice with each other and be encouraged to sign up to the Disability Confident scheme. The needs of autistic people could be specifically considered, for example as a separate kitemark.

Theme: Routes into employment and education for adults

- People said that there should be more supported employment settings for autistic people who need a higher level of support.
- People said there should be more targeted support for autistic people who are on benefits, to support them to get into work.
- People said that support should be available to enable autistic adults to access education throughout their life.

PRIORITY 4 – Tackle health inequalities for autistic people

These are the themes under Priority Four that we will look at in future years.

Theme: Diagnosis

- People said that the tools used for diagnostic assessment should be appropriate for all groups, such as women and girls, and that it is important that staff keep up to date as the understanding of autism changes.
- People said that there needs to be more awareness that when autism has not been recognised, this can lead to misdiagnosis of other conditions. Misdiagnosis can lead to inappropriate medication.
- People said that pre and post diagnostic information and support are important. This includes information and support for autistic adults about regulating emotions, understanding masking and sensory differences. *The Year 1 Plan includes actions to improve pre and post support for autistic children and young people.*

Theme: Health services

- People said that autism annual health checks would be very helpful. These have been piloted in some parts of the country but are not yet available in Norfolk.
- People said that My health passports need to be more widely promoted and followed by health professionals.

PRIORITY 5 – Building the right support in the community

These are the themes under Priority Five that we will look at in future years.

Theme: Early intervention

- People said that peer support would enable autistic people to support each other. A start-up pack could enable autistic people to set up new social and support groups.
- People said autistic people could benefit from support to identify and set up assistive technology (gadgets and apps that can help people to live independently).

Theme: Support for autistic people

- Many people said that a drop-in service available to all autistic people is needed. This would mean people could get occasional support when they need it. Several ideas were suggested for this, such as using hubs in the community, or a bus that travels around. *The Year 1 plan includes actions for adults.*
- People said that guidance about positive relationships is needed. This includes making friends, how to have healthy relationships, and awareness of scams, financial exploitation, and domestic abuse.
- People said that support is needed to manage life changes and transitions. This includes moving home, getting a new job, becoming a parent and bereavement.
- People said that it would be helpful to have one consistent person to go to. And when services are working with people, it is helpful for them to check in regularly with the autistic person.

PRIORITY 6 – Improve support within the criminal and youth justice system

These are the themes under Priority Six that we will look at in future years.

Theme: Early Intervention

- People said that the right support early on could help to prevent a situation from getting much worse. This includes how the police approach an autistic person, to make sure they ask questions in the right way. *The Year 1 plan includes actions for children and young people.*
- People said there is a need for support to understand good citizenship and appropriate behaviour.
- People said that those who may be autistic and are subject to Community Sentence Treatment Requirements (CSTRs) need more support, to prevent them from re-offending.

Theme: Support in police stations and courts

- People said there is a need for advocacy to support autistic people with communication and to help them understand what is happening. This includes the availability of appropriate adults to support autistic people in police stations.
- People said that more needs to be done to make reasonable adjustments for autistic people, particularly in courts.
- People said that autism friendly information about processes in court and police stations is needed.

Theme: Support while in prison

- People said that autistic prisoners need more support, including reasonable adjustments to make the environment more appropriate. *The Year 1 plan includes actions for adults.*
- People said that there should be autism friendly programmes for offenders.

Theme: Support on release from prison

- People said that licence conditions should be clear and unambiguous. They said that autism friendly information in approved premises could help autistic people to understand the rules and what they can and cannot do. This could also include approved premises which are specifically for autistic people.

Glossary

Acute Health Services: usually provided in a hospital where patients receive active, short-term treatment for a condition.

Community health and social care services: these community services contribute to keeping people well. They treat and manage illness and long-term conditions and support people to live independently in their own homes.

Easy Read: a way of making written information easier to understand by using simple language and illustrating the information with pictures.

Education Health and Care Plan (EHCP): a plan for a child or young person aged up to 25 who has complex special educational needs and disabilities. It sets out the support they need to achieve their best outcomes.

Health Provider: a licensed organisation that offers health care services to diagnose, treat, medicate or operate. Such as GPs, NHS Trusts and NHS Foundation Trusts.

Independent advocacy: independent advocates support people to speak up for themselves or give their views. They are independent because they do not work for the organisations that they are supporting people to talk to.

Integrated Care System: integrated care systems were set up by the Health and Care Act 2022. The Norfolk and Waveney Integrated Care System is a partnership of local health and social care organisations.

Kitemark scheme: an official scheme which awards a mark of quality and reliability to organisations which meet a required standard.

National Institute for Health and Care Excellence (NICE): this organisation provides evidence-based recommendations for the health and social care sector, developed by independent committees.

Norfolk and Norwich SEND Association (NANSA): NANSA provides services for those living with or caring for others with Special Educational Needs and Disabilities in Norfolk.

Norfolk Autism Partnership (NAP): a partnership of autistic people, parents, carers, voluntary and statutory organisations working together to achieve an autism-friendly Norfolk. More information is available on the NAP's website: [Home - Norfolk Autism Partnership](#).

Norfolk Autism Partnership Board (NAPB): the Board which manages the Norfolk Autism Partnership. Members of the Board include autistic people, parents/carers and representatives of voluntary and statutory organisations in Norfolk. The Board meets every two months.

Preparing for Adult Life (PfAL) team: this team is responsible for ensuring young people make a smooth transition into Adult Social Services. They work with young people who are likely to need support from Adult Social Services when they turn 18.

Reasonable adjustments: the Equality Act (2010) requires employers, businesses and service providers to make reasonable adjustments so that their services are accessible to everyone. For example, by being flexible about appointment times, or providing a quiet place to wait.

Special Educational Needs and Disabilities (SEND): usually used in the context of children and young people up to the age of 25 years.

Specialist Resource Base (SRB): these provide children and young people with the extra support they need within a mainstream school. Autism SRBs are specifically for autistic children and young people.