

CITY OF  
WOLVERHAMPTON  
COUNCIL

# Children, Young People and Families Scrutiny Panel

27 March 2019

**Time** 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny  
**Venue** Committee Room 3 - Civic Centre, St Peter's Square, Wolverhampton WV1 1SH

## Membership

**Chair** Cllr Peter O'Neill (Lab)  
**Vice-chair** Cllr Udey Singh

### Labour

Cllr Rupinderjit Kaur  
 Cllr Obaida Ahmed  
 Cllr Jasbinder Dehar  
 Cllr Celia Hibbert  
 Cllr Asha Mattu  
 Cllr Beverley Momenabadi  
 Cllr Rita Potter  
 Cllr Clare Simm

### Conservative

Cllr Simon Bennett

Quorum for this meeting is four Voting Members.

## Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

**Contact** Earl Piggott-Smith  
**Tel/Email** Tel: 01902 551251 or earl.piggott-smith@wolverhampton.gov.uk  
**Address** Democratic Services, Civic Centre, 1<sup>st</sup> floor, St Peter's Square,  
 Wolverhampton WV1 1RL

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# Agenda

## Part 1 – items open to the press and public

*Item No.*     *Title*

### MEETING BUSINESS ITEMS

- 1            **Apologies**
- 2            **Declarations of interest**
- 3            **Minutes of the previous meeting ( 16.1.19 )** (Pages 3 - 8)  
[To approve the minutes of the previous meeting as a correct record]
- 4            **Matters arising**  
[To consider any matters arising from the minutes]

### DISCUSSION ITEMS

- 5            **Wolverhampton's Joint Autism Strategy - briefing** (Pages 9 - 16)  
[Robert Hart, Head of Inclusion Support, to present briefing paper which outlines the progress that has been achieved in the delivery of Wolverhampton's Joint Autism Strategy.]
- 6            **Children's Social Care Self Evaluation (report to follow)**  
Louise Haughton, Principal Social Worker, to present report

### PRE-DECISION SCRUTINY

- [To give pre-decision scrutiny to the report]
- 7            **Participation and Co Production Strategy 2019 -2021 (report to follow)**  
Alice Vickers, Corporate Parenting Officer, to present report
  - 8            **Youth Council Annual Report 2018-19 (report to follow)**  
Alice Vickers, Corporate Parenting Officer, to present report.

# Children, Young People and Families Scrutiny Panel

Appendix Item No: 3

Minutes - 16 January 2019

## Attendance

### Members of the Children, Young People and Families Scrutiny Panel

Cllr Peter O'Neill (Chair)  
Cllr Udey Singh (Vice-Chair)  
Cyril Randles  
Cllr Jasbinder Dehar  
Cllr Celia Hibbert

### Co-opted Members

Wolverhampton Youth Council

### In Attendance

Cllr Lynne Moran

Cabinet Member for Education and Skills

### Employees

Emma Bennett  
Adrian Leach  
Earl Piggott-Smith

Director of Children's Services  
Head of SEND  
Scrutiny Officer

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## Part 1 – items open to the press and public

*Item No.*      *Title*

- 1      **Apologies**  
Apologies were received from the following members of the panel:  
  
Cllr Obaida Ahmed  
Cllr Beverley Momenabadi  
Cllr Simon Bennett  
Cllr Clare Simm  
Cllr Rita Potter
- 2      **Declarations of interest**  
There were no declarations of interest recorded.
- 3      **Minutes of the previous meeting (14. 11.18)**  
Minute 11 – Secondary Expansion Programme 2019-20 and Primary School Provision

The panel agreed to amend the minutes to include a note that the Head of School Organisation had given an assurance that there were sufficient resources within the Council to deliver the secondary school expansion programme.

That the minutes of the meeting held on 14 November 2018, subject to the agreed changes, be approved as a correct record and signed by the Chair.

4 **Matters arising**

There were no matters arising from the minutes.

5 **Update on SEND Transformation**

Adrian Leach, Head of SEND, introduced the report which gave an update on developments in the provision and services for children and young people with special educational needs and/or disabilities (SEND) since the summer 2018.

The Head of SEND advised the panel of the legislative responsibilities that require local authorities, education providers and health services to transform the way they work with children and young people with SEND and their families. The Head of SEND outlined the governance structure and the work being done to build strong partnerships.

The Head of SEND outlined the performance measures that will show the effectiveness of the SEND Strategy delivery and the work done to respond to the findings of the Joint Area SEND Inspection, which identified areas for improvement.

The Head of SEND outlined the range of work done to refresh, refocus and update the SEND Strategy for Wolverhampton and invited members to comment on the progress.

The Head of SEND advised the panel that the recommendations from a review of short break provision will be completed in March 2018.

The panel discussed the opportunities for young people to be involved in developing the strategy. The Head of SEND welcomed the involvement of Youth Council to contribute ideas to help improve the offer to children and young people needing emotional support.

The Head of SEND also advised the panel of work planned to involve different groups in the development of the Joint Strategic Needs Assessment (JSNA) and it would be helpful to involve youth council members in the consultation about the transition to different support services. Further work needed to improve autistic diagnostic support that is available.

The panel discussed the exclusion from school of children and young people with Education, Health and Care Plan (EHCP). The Head of SEND advised that a report on the number of temporary and permanent school exclusions for children with EHCP will be presented to Children and Families Together Board.

The Head of SEND advised the panel of the work being done in preparation for a future inspection of the service. The inspection is done over a five-day period and will involve taking evidence from across the different partner organisations and also from parents and children.

The Head of SEND outlined the risks detailed in the report and the work being done to reduce them.

Councillor Lynne Moran, Cabinet Member for Education and Skills, commented on the work done to break down silos between the different agencies involved. The Cabinet Member commented on the high quality of work delivered by people working in GEM centre and praised their commitment to improving the lives of children and young people referred to them.

The Cabinet Member praised the leadership and people working in the SEND service for their efforts to transform the service.

The panel queried details of the outcome measures for the SEND Strategy that will be used to assess the impact and progress. The Head of SEND advised that a report with baseline measures will be presented to the SEND Commissioning Partnership Board in March 2018. A copy of the findings will be shared with the panel. The Head of SEND advised that the findings will also be shared with parents to get their views.

The panel queried how complaints from parents and carers about the performance of the service is used to inform the development of the strategy. The Head of SEND outlined the process for dealing with complaints and advised that where necessary they can be referred to the Director if the issue needs to be escalated.

The panel requested data on educational attainment results for children and young people with an EHCP at Key Stages 2, 4 and 5. The Head of Service agreed to send the report to the panel.

The Head of SEND advised the panel of the current educational performance against regional and national benchmarking standards for Key Stage 3 and Key Stage 4. The panel queried the findings of the Joint Area Inspection Report and the specific concern about the below average number of EHCPs completed within 20 weeks. The Head of SEND commented on the reasons for the low numbers.

The Head of SEND advised the panel of the support available to children who have been excluded either temporarily or permanently.

The panel queried the impact of the new inspection framework reported in the media which suggests that there will be less focus on performance data and more emphasis on the substance of education and what matters most to learners and practitioners.

The Head of SEND advised the panel that Ofsted are still consulting on the new framework and that meetings have been held with Ofsted Regional Inspector to discuss the implications. The panel were advised of work ongoing with local schools to prepare for the introduction of the proposed changes in the inspection framework.

The panel acknowledged the quality of the work delivered at the GEM centre but queried the level of consistency of practice at all areas and the work done to check that strategies and policies are being properly implemented at the local level. The Head of SEND accepted that the scale of the challenge of dealing with mixed quality practice but added that there is a responsibility on schools to support staff as part of their workforce planning in order to improve the quality of SEND provision.

The Head of SEND commented on the work done to build capacity among schools and the use of peer challenge networks to help drive up standards.

The panel expressed concerns about the shortage of educational psychologists and the impact on families wanting an assessment of a needs of a child or young person. The Head of SEND commented on the national shortage of educational psychologists and the difficulties caused. Emma Bennett, Director for Children Service, commented that this service is part of a traded service that schools can choose to purchase from the Council. The Director of Children Service commented on the difficulty in recruiting people.

The panel queried how a young person or parent could apply for a personal budget. A personal budget is a statement of the amount of money needed to meet your eligible social care needs. The Head of SEND commented on the different criteria used to award a payment. The Head of SEND added that was an issue about the take up of personal budget has been much lower than originally expected, but the council is committed to giving control to a person where possible. This issue is part of the wider discussion about short breaks allocation.

Youth Council expressed concern about the high number of exclusions from schools and referred to the positive contribution to the Changing Lives. Changing Lives is a programme working with families in Wolverhampton and Walsall to identify and meet their needs. The Head of SEND suggested youth council members could be part of the challenge board which could look at this issue and agreed to discuss this further with members of the Board.

The Head of SEND advised that the service will question school where a child or young person has been excluded from a school for persistent disruptive behavior. The Head of SEND referred to a recent seminar where a Headteacher from Leeds talked about the change in school culture and the impact on behaviors which meant that no child had been excluded during the previous five years. The importance of a whole school approach to changing behavior was highlighted and the acceptance that culture drives exclusions.

The panel discussed the important role of Learning Schools Assistant and a concern was raised about variations in the level of pay and responsibility across different schools. The Head of SEND commented on the training workforce opportunities available and the work done with schools to improve the quality and consistency of this provision. The Director for Children commented on range of schemes, such as mental first aiders, aimed at supporting schools and their staff.

The panel requested details of the number of complaints about SEND provision and whether any complaints had been made to the Ombudsman. The Ombudsman can investigate a complaint that a council has failed to deal properly with a child's special educational needs (SEN). This includes delay in assessing a child and issuing an Education Health and Care Plan (EHCP) and failing to implement a statement/EHCP or carry out an annual review.

The Head of SEND advised that the number of complaints are very low but agreed to share the details for 2017/18.

Resolved:

1. The panel agreed to endorse the direction of travel that City of Wolverhampton Council and the SEND Commissioning and Partnership Board are taking in meeting duties in the 2015 Code of Practice.
2. The Head of SEND to provide details outcome measures detailed in the report for the SEND Strategy that will be used to assess the impact and progress.
3. The Head of SEND agreed to provide the panel with details of educational attainment results for children and young people with an EHCP at Key Stages 2, 4 and 5.
4. The Head of SEND to advise youth council of how they could be represented on the challenge board to support the work and review policies aimed at reducing school exclusions
5. The HEAD of SEND advised that the number of complaints received about the service for 2017/18 and the number and outcome of any cases referred to the Ombudsman.

**6 Children's Services Practice Week Overall Report November 2018**

Emma Bennett, Director for Children's Services, presented the findings of the practice week, that was held in November 2018. The Director outlined the aim of practice week and the findings. The Director outlined the areas that needed to improve and the next steps. A key change to the next audit will be that the next planned practice week will take place over a longer period

The Director explained the objectives of new format of auditing and invited panel members views on this. The panel were advised that the last case audit was completed in September 2018 and the approach was based on how Ofsted would do their inspections. In total 96 case files were audited, and 35 practice observations took place.

The Director commented on the benefits of the approach in helping to improve practice and providing real time feedback.

The panel thanked the Director for the report and the positive findings from the practice week.

Resolved:

The panel agree that the new format has achieved its stated objectives and would like to thank all those involved for the work done and progress made to improve the quality of services to children and young people.

**7 Wolverhampton Safeguarding Children and Adults Board**

Emma Bennett, Director for Children's Services, introduced the report and explained the reasons for publishing the safeguarding statement. The panel was advised that this was presented as pre-decision scrutiny and the comments would be included in the report to Cabinet meeting on 20 March 2019.



The panel were invited to give responses to questions detailed in the report asking for comments on their preference between the different versions.

The panel preferred the shorter version of the draft with images included. The panel would like the standards listed at the start, and also links rather than explanations.

The Director for Children's Service agreed to note the comments of the panel.

Resolved:

The panel comments on the draft document to be considered in the report to be presented to Cabinet on 20 March 2019.

## 8 **Children Young People and Families Scrutiny Panel 2017/18 Draft Work Programme**

Earl Piggott-Smith, Scrutiny Officer, presented the draft work programme for comments. The Scrutiny Officer advised the panel that a report on the Youth Justice Plan 2019/20 had been added to the agenda for the meeting on 19.6.19. The members of Adult and Safer City Panel would be invited to attend the meeting.

The panel agreed that the issue of home education should be added to the work programme.

Resolved:

The panel agreed to add Youth Justice Plan and Home Education as future topics for the panel to consider.

The meeting closed at 7.30pm





# Health and Wellbeing Board

## 23 January 2019

<b>Report title</b>	Autism Strategy Progress Report	
<b>Cabinet member with lead responsibility</b>	Councillor Sandra Samuels OBE Councillor Paul Sweet	
<b>Wards affected</b>	All	
<b>Accountable director</b>		
<b>Originating service</b>	Inclusion Support Service	
<b>Accountable employee(s)</b>	Rob Hart	Head of Inclusion Support
	Tel	01902 555256
	Email	robert.hart@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Joint Education & Children's Services Leadership Team	3 December 2018
	Adult Services Leadership Team	
	SEND Commissioning & Partnership Board	12 December 2018
	Children & Families Together Board	13 December 2018

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### Recommendations for action or decision:

The Health and Wellbeing Board is recommended to:

1. Approve proposals for the refresh of the Autism Strategy
2. Approve proposed governance arrangements for the Autism Strategy

### Recommendations for noting:

The Health and Wellbeing Board is asked to note:

1. Progress made in delivery of the Autism Strategy

## 1.0 Purpose

- 1.1 The purpose of this report is to outline progress that has been achieved in the delivery of Wolverhampton's Joint Autism Strategy, so that the Health and Wellbeing Board can have oversight of this strategy.
- 1.2 It seeks approval for refreshing the Autism Strategy to focus on three key themes: awareness and understanding; service pathways; and, promoting independence. It also proposes new governance arrangements for oversight of the Autism Strategy.

## 2.0 Background

- 2.1 Autism is a lifelong neurodevelopmental condition. People with autism experience challenges or differences in three key areas: social communication, social interaction, and imagination or flexible thinking. Autism is a spectrum condition, which means that different people with autism experience it and are impacted in different ways. It is estimated that 1 to 1.5 percent of the population has an autism spectrum condition. Approximately 50 per cent of people with autism also have a learning disability, and 30 per cent of people with autism experience severe mental health difficulties.
- 2.2 The Wolverhampton Joint Autism Strategy 2016-2021 (hereafter the Autism Strategy) was developed by Wolverhampton Clinical Commissioning Group (CCG) and City of Wolverhampton Council, with the involvement of people with autism and their families and carers, and other stakeholders. Following a consultation period during the summer of 2016, the Autism Strategy was approved by City of Wolverhampton Council Cabinet in November 2016 and by Wolverhampton CCG Governing Board in April 2017.
- 2.3 The Autism Strategy sets out the following vision:

*“Our vision is a city where people with autism of all ages, and regardless of their equalities profile, have the same opportunities as anyone else, can live the life they choose, receive personalised support when they need it, enjoy meaningful activities and be active citizens and members of our community. It will be a city where people with autism feel safe, understood and supported, and where the word autism means the same to every member of our community: ‘different, not less’.”*
- 2.4 The Autism Strategy identified nine key objectives, with associated priorities:
  - 1. Understanding local needs by collecting accurate data about autism
  - 2. Providing access to high quality information, advice and support
  - 3. Developing a clear and consistent diagnostic pathway, including post-diagnostic support
  - 4. Increasing awareness and understanding of autism
  - 5. Supporting children and young people with autism in preparing for adulthood
  - 6. Enabling access to lifelong learning, increasing skills and inclusive employment
  - 7. To help people with autism to keep healthy
  - 8. Living well and increasing independence for people with autism

## 9. Access to support for families, parents and carers of people with autism

**3.0 Progress in delivering the Autism Strategy**

- 3.1 Implementation of the Autism Strategy has been overseen by the Autism Strategy Coordination group, which includes representatives from Wolverhampton CCG, council services (Children's Services, Adult Social Care, Education, Commissioning), schools, University of Wolverhampton, the Royal Wolverhampton Trust, the Black Country Foundation Partnership Trust, parents of children with autism, and the voluntary sector. Progress to date in delivering the strategy is summarised below.

<i>Co-production</i>	We have worked with Voice4Parents and are establishing a parents consultative group who will help to shape implementation of the Strategy and contribute to its delivery.
<i>Diagnostic pathway</i>	<p>From July 2016 the CCG commissioned a new diagnosis, assessment, treatment, review and support care pathway from Dudley and Walsall Mental Health Partnership Trust for adults. This has resulted in increased numbers of assessments, reduced waiting times and improved satisfaction from service users.</p> <p>For children and young people under the age of 18, the CCG have started work to review the diagnostic pathway, and are working with key stakeholders, including parents, to develop a new pathway, which will be implemented by April 2019</p>
<i>Post-diagnostic support</i>	Through Tettenhall Wood School, the Outreach Service has trained staff in National Autism Society post-diagnostic support programmes. Delivery of the Early Bird Plus programme (for parents of children aged 4-8) started in April 2017, and delivery of the Teen Life programme (for parents of children aged 10-16) started in February 2018. The Special Needs Early Years Service provide post-diagnostic training to parents of children aged 4 or under.
<i>Increasing awareness and understanding</i>	During the development of the strategy, it was difficult to obtain an accurate picture of the number of people with Autism. In order to understand the need, work has started on establishing a baseline. This has included obtaining data from GP records, ASD (5-18) diagnostic panel and ASD under 5's panel. Whilst this data is only those of diagnosed autism, it provides a good indication on the level of need. Information is currently available on Wolverhampton Information Network on services available for people with Autism. The current information will be reviewed to ensure up to date information is available.

<i>Preparing for adulthood</i>	<p>To prepare young people for further education or employment, we will work with young people to produce passport or a one-page profile to identify them as autistic. This reduces the need for them to ‘tell their story.’</p>
<i>Education</i>	<p>In September 2016 additional funding was allocated to three nursery settings to create enhanced mainstream early years provision for children with autism and/or complex learning needs.</p> <p>Since September 2017, outreach services provided by Wolverhampton Special Schools have been re-organised to establish a single point of access, and the service has been publicised more widely to schools. The service has developed core autism training for school staff, and is working with the educational psychology team to develop a model for autism friendly schools. From April 2018 a new SLA for outreach services will be in place which will ensure increased capacity in the service to work with mainstream schools to support the inclusion of pupils with autism.</p> <p>In December 2017, a new specialist centre for autism was officially opened at City of Wolverhampton College, catering for 12 students aged 16-25.</p> <p>A review of SEND educational provision within Wolverhampton has been completed, and work is beginning to implement the review recommendations to ensure that there is capacity and resources within both mainstream and special schools to meet the needs of all pupils with autism.</p>
<i>Employment</i>	<p>The City of Wolverhampton currently commission Enable (Employment Support for People with Disabilities) to provide individualised support or people seeking work. This includes help with CV’s, interview support, job coaching, one to one support in the workplace and help with learning the role. People can self-refer, or referrals can be made via a social worker or SEND Officer.</p> <p>Programmes including Thrive, Black Country Impact, Workbox and Wolves at Work can all help support people with autism into employment. Through Wolves at Work seven employers have committed to becoming “disability confident employers”. We are working to add information about autism to Workbox.</p>
<i>Care and Treatment Reviews</i>	<p>Wolverhampton has 7 adult patients with a diagnosis of Autism who are detained under the Mental Health Act 1983. As per Care and Treatment Review (CTR) protocols (part of DoH Transforming Care Agenda), reviews are held every 6 months and last a whole day. They are held at the hospital. The patient is seen by the Independent Experts and</p>

involved in giving feedback about their treatment and discharge plans. The panel consists of a Health and Social Care Commissioner, In-Patient Commissioner, Expert by Experience and a professional Independent Expert. Wolverhampton is fully compliant with the CTR Programme and there are no delayed discharges.

Children and Young People are also subject to the Care, Education and Treatment Reviews and currently there are no young people admitted to inpatient facilities who have a diagnosis of Autism. These are usually undertaken when there is a request for an assessment for an inpatient bed and the panel involves Children's commissioner from CCG, social worker, CAMHS clinicians, child and family/carers, education setting, SENSTART (if appropriate) specialist commissioner(case manager for CAMHS from NHS England), expert by experience and professional independent clinician. In fact anyone who is involved in the child's care. Wolverhampton is actively involved with the process for CYP.

#### *Keeping safe*

Work has started to link with the safe places scheme, housing providers and criminal justice system to try to ensure that there is appropriate support for vulnerable people with autism.

#### *Voluntary sector engagement*

We have started scoping work with the voluntary sector to develop a network of services to support people with autism and their families, and identify opportunities for the Voluntary Sector Council to support developments in this area.

## **4.0 Future priorities and next steps**

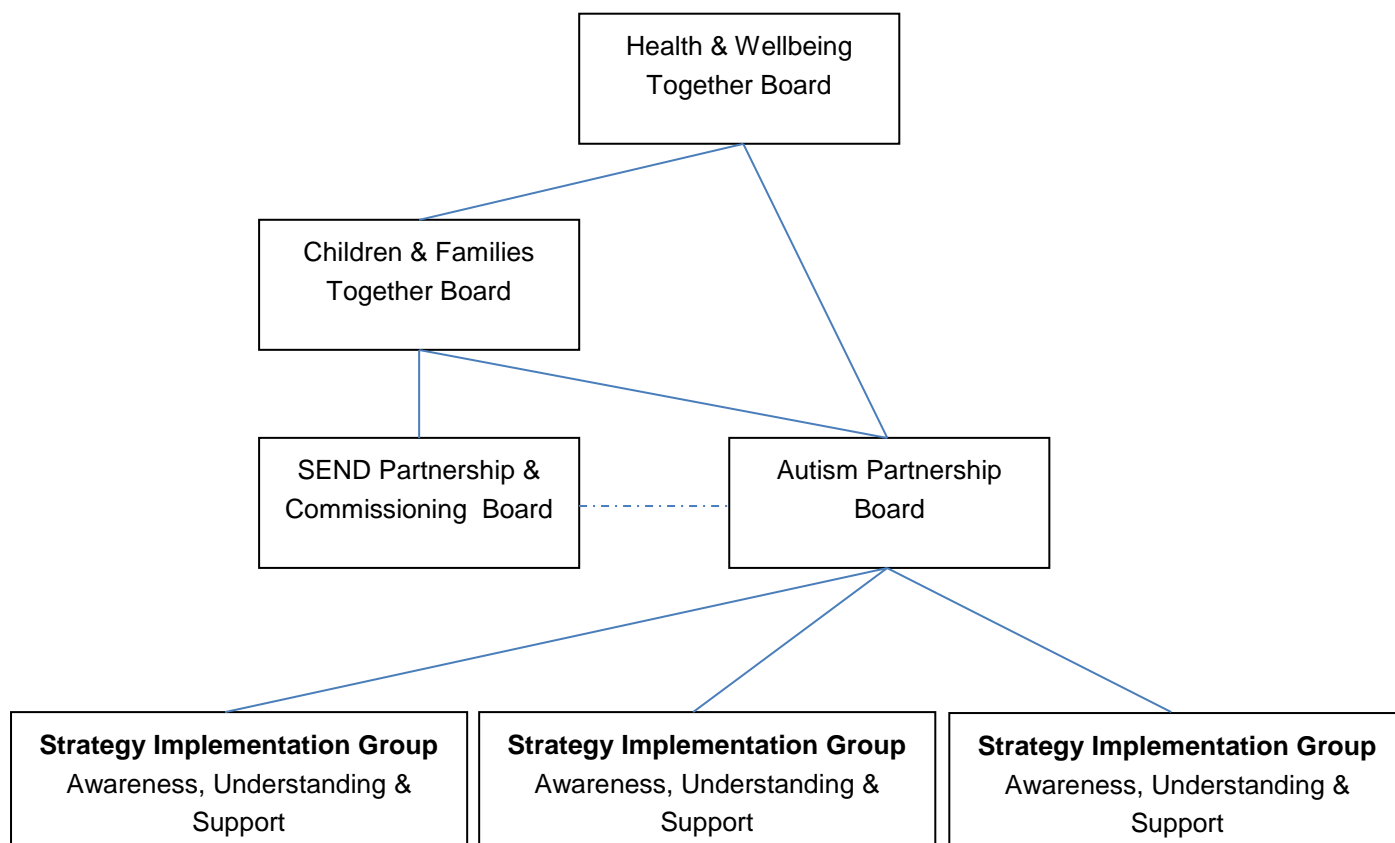
- 4.1 The Autism Strategy has been in place for over two years, and it is an appropriate opportunity to take stock, review and refocus work around its implementation. While much progress achieved, as outlined above, there have been a number of challenges. In particular, governance arrangements have been unclear and all stakeholders have not been fully engaged. Further, the breadth of the scope of the Strategy has presented challenges in overseeing the implementation through one group.
- 4.2 We propose that going forwards the Autism Strategy is refreshed to focus on three overarching themes:
- Awareness, understanding and support
  - Service pathways
  - Promoting independence
- 4.3 Details of issues and priorities linked to these themes are shown below:

<b>Theme</b>	<b>What are the issues?</b>	<b>What we need to focus on?</b>
Awareness, understanding and support	People with autism and their families tell us that it is a challenge to access many	Working with the National Autism Society to achieve "autism friendly" organisations, initially:

	<p>environments and activities within the city.</p> <p>People with autism and their families say that there is a need for support groups and other community organisations to provide ongoing support.</p> <p>The Autism Act requires that local authorities and the NHS should provide autism awareness training for all staff.</p>	<ul style="list-style-type: none"> <li>• City of Wolverhampton Council</li> <li>• Royal Wolverhampton Hospital Trust</li> <li>• University of Wolverhampton</li> </ul> <p>Developing a co-ordinated autism awareness training offer</p> <p>Developing a network of “autism champions” who can promote awareness and understanding in organisations across the city.</p> <p>Working with community and voluntary sector to help develop support groups.</p>
Service pathways	<p>The number of children being referred for autism assessments has more than doubled over the last four years.</p> <p>Parents tell us that the autism diagnostic process is not transparent and is too slow.</p> <p>There are gaps in post-diagnostic support for adults who do not have a learning disability.</p> <p>Where appropriate support is not put in place for people with learning disabilities or autism, it may result in residential/ in-patient provision, which could be avoided.</p>	<p>Commissioning and implementing a pathway for children and young people that can respond to demand and meets recognised service standards.</p> <p>Reviewing and improving post-diagnostic support.</p> <p>Implementing the Transforming Care Programme.</p>
Promoting independence	<p>National data indicate that people with autism are much more likely to experience unemployment.</p> <p>Parents/ carers of people with autism report anxiety about transitions and say that planning about the future does not begin early enough.</p>	<p>Working to ensure that people with autism are able to access schemes and interventions that promote employability.</p> <p>Preparation for adulthood and effective transition planning between children’s and adult services</p>

- 4.3 In order to monitor delivery of the implementation of the Autism Strategy, it is proposed that new governance arrangements are implemented. There will be a small, strategic Autism Partnership Board, which will meet on a quarterly basis to provide oversight of the strategy. This will include representatives of adult services, children’s services, the CCG, experts by experience, and the voluntary and community sector.

- 4.4 At an operational level, there will be three strategy implementation groups – one for each theme – reporting into the Partnership Board, chaired by the Director of Adult Services. The diagram below outlines proposed governance arrangements, and links with existing structures.



## 5.0 Financial implications

- 5.1 There are no specific financial implications linked to this report.

## 6.0 Legal implications

- 6.1 The Autism Act 2009 created a statutory framework for development of a national strategy for adults with autism with associated statutory guidance for local authorities, NHS foundation trusts and NHS bodies. This guidance was updated in 2015 and states that local authorities and the NHS:
- should provide autism awareness training for all staff
  - must provide specialist autism training for key staff, such as GPs and community care assessors
  - cannot refuse a community care assessment for adults with autism solely based on their IQ
  - must appoint an autism lead in their area
  - have to develop a clear pathway to diagnosis and assessment for adults with autism



- need to commission services based on adequate population data.

6.2 Under the Care Act 2014, local authorities must carry out an assessment of anyone who appears to require care and support, regardless of likely eligibility for state-funded support. Local authorities also have a responsibility to assess a carer's need for support. Under the Children and Families Act 2014 local authorities must carry out an education, health and care needs assessment for children and young people, up to the age of 25, who may have special education needs and/or disabilities (SEND). Both the Care Act and the Children and Families Act (and associated statutory guidance) identify responsibilities for local authorities to undertake assessments that are focused on outcomes that the person wants to achieve, and for people to be involved in assessment processes.

6.3 The Equality Act 2010 requires equal treatment in access to employment as well as private and public services, regardless of protected characteristics, including disability (such as autism). Employers and service providers are under a duty to make reasonable adjustments to overcome barriers experienced by people with disabilities. The public sector equality duty resulting from the Equality Act sets out a duty to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a protected characteristic; and foster good relations between people who share a protected characteristic and those who do not.

## **7.0 Equalities implications**

7.1 An initial equalities analysis has been completed. Further equalities analysis is not required. The Autism Strategy aims to promote equality and inclusion by working with and improving outcomes for people with autism, and other developmental or hidden disabilities.

## **8.0 Environmental implications**

8.1 There are no environmental implications of this report.

## **9.0 Human resources implications**

9.1 There are not human resources implications of this report.

## **10.0 Corporate landlord implications**

10.1 There are no corporate landlord implications of this report.

## **11.0 Schedule of background papers**

11.1 Joint Autism Strategy 2016-2021