

Cambridgeshire Autism Strategy and Action Plan 2015/16 to 2018/19.

1. Introduction

1.1. Autism is a lifelong developmental disability, sometimes referred to as Autistic Spectrum Disorder (ASD) or Autistic Spectrum Condition (ASC). It affects how a person communicates with, and relates to, other people. It also affects how they make sense of the world around them. It is a spectrum condition, which means that, while all people with autism share certain difficulties, their condition will affect them in different ways. Some people with autism are able to live relatively independent lives but others may have accompanying learning disabilities and need a lifetime of specialist support. People with autism may also experience over-or under-sensitivity to sounds, touch, tastes, smells, light or colours. Asperger Syndrome is a form of autism. People with Asperger syndrome are often of average or above average intelligence. They have fewer problems with speech but may still have difficulties with understanding and processing language. In this document we refer to this diverse group as 'people with autism'.

1.2. Cambridgeshire's strategy for improving the lives of people with autism has traditionally formed part of the Learning Disability commissioning strategy. However as autism affects a range of people with different needs it has been decided to create a single strategy that addresses the circumstances of people with autism as a distinct group.

1.3. This strategy includes an action plan that builds on a previous action plan designed to implement 'Leading Fulfilling and Rewarding Lives' (2010), the government's plan to put the requirements of the Autism Act into effect. It also addresses new requirements arising from the publication of 'Think Autism' (2014) and new 'Adult Autism Strategy: Statutory Guidance' issued in March 2015. This action plan is detailed in section 4 below and shows how these plans and guidance will be implemented in Cambridgeshire.

2. Where are we now

2.1. It is estimated that about 1% of the population nationally are on the autistic spectrum, the majority being male, although there may be under-reporting of females with autism. In Cambridgeshire this amounted to about 6,300 people in 2012 and is

estimated to increase to over 6,500 people in 2016. (Cambridgeshire Insight at: <http://www.cambridgeshireinsight.org.uk/population-and-demographics/population-forecasts>) This included 4160 people of working age in 2012 and 4552 in 2016. People with autism often have no obvious disability and some individuals may not wish to have their condition recognised. Diagnostic services are not readily available to all ages and these factors may result in relatively few people being diagnosed compared with the numbers who have the condition. In Cambridgeshire in 2014 there were 72 people who were diagnosed with an autistic spectrum condition and 52 on the waiting list for an appointment.

2.2. The NAS estimates that only 15% of adults with autism in the UK are in full-time paid employment (NAS 'Autism and Asperger's Facts and Figures 2014' at: <http://www.autism.org.uk/about-autism/myths-facts-and-statistics/some-facts-and-statistics.aspx> .) Applied to the 4160 people of working age with autism in Cambridgeshire in 2012 this means that over 3500 (85%) people of working age with autism are not in full time employment.

2.3. It has been estimated by NAS that between 25% and 33% of people with learning disabilities are also on the autistic spectrum. Cambridgeshire's Joint Strategic Needs Assessment (2013) <http://www.cambridgeshirejsna.org.uk/physical-disabilities-and-learning-disabilities-through-life-course-2013> estimated that in 2012 there were about 11,000 adults in Cambridgeshire with some kind of learning disability, ranging from moderate to severe. Therefore there are likely to be between 2730 and 3630 people in the county with a learning disability who are also on the autistic spectrum. This group are more likely than their non-disabled peers to:

- be socially excluded;
- have poorer physical and mental health;
- have difficulties in accessing healthcare;
- be at risk from abuse;
- be discriminated against;
- need support to access housing, health, employment and independent living;
- be at greater risk of ending up in prison.

2.4. Learning disability of any kind is more common in poorer households and mild learning disability is also more common in poorer communities. There are proportionally more people with learning disabilities in Fenland compared to other districts. As

the population with learning disabilities as a whole is predicted to increase in Cambridgeshire in the coming years, there will be a proportionately higher increase in the numbers in Fenland and this will include those with complex needs and multiple disabilities.

2.5. The mental health needs of adults with autism, personality disorder and dual diagnosis are complex. People with these conditions often experience more than one disorder or disease (both mental and physical), behaviour difficulties, social exclusion and unemployment. Some may have contact with the criminal justice system, as either victims of crime or offenders. Some may also have been excluded from accessing health or social care services because of their diagnosis. There are often significant implications for family and carers.

2.6. Adults with mental illness have a substantially reduced life expectancy due to both mental and physical ill health with a significant proportion of excess deaths being associated with physical conditions. There is often inequality of access to health services for physical illness for people who use mental health services. People with mental illness need equal access in order to improve their physical health problems and reduce their risk factors. This would result in improvements to both their physical and mental health.

2.7. For adults with autism, a high-quality diagnostic service is available from Cambridgeshire and Peterborough Foundation Trust (CPFT). However, services to support adults with autism and their carers in the community are sometimes fragmented and difficult to access.

2.8. Adults with personality disorder, dual diagnosis and autism sometimes experience mental health crises and need help quickly to stop them harming themselves or others. The Crisis Care Concordat is aimed at making sure that people experiencing a mental health crisis receive an appropriate emergency mental health service. It reflects a new requirement for the NHS that “every community has plans to ensure no one in mental health crisis will be turned away from health services”. Effective local implementation of the Crisis Care Concordat is critical to ensuring that adults in mental health crisis are able to recover, and that admissions to hospital or to prison might be avoided. Action has been taken in developing the Crisis Concordat and this was signed by statutory agencies in Cambridgeshire in November 2014.

2.7. It was found in Cambridgeshire that people with autism who have a need for support can fall through the gap created by traditional learning disability and mental health boundaries of both health and social care. Therefore Cambridgeshire County

Council decided to create a Vulnerable Adults Team, renamed the Autism and Adult Support Team (AASST) in November 2014 and the Adults and Autism Team (AAT) in April 2015. This team has responsibility for undertaking statutory social care assessments for people on the Autistic Spectrum, where primary need is not Mental Health, Learning or Physical Disability. The team also arrange ongoing support for people who meet Adult Social Care eligibility criteria. The team has 0.5 Senior Care Manager and 1.75 Care managers and from 1st April 2015 will have a stand alone budget.

2.8. There is a need to ensure that team members have the skill and knowledge to undertake their work and ongoing training will remain a priority. Training has been identified and some of this has already taken place. Staffing levels will also need to be monitored to ensure that it is adequate to meet service needs. The team will work closely with Children's Services, the National Autistic Society and other partner agencies.

2.9. The team will be working with the Learning Disability Partnership Young Adults Team to incorporate the changes in line with Special Education Needs & Disabilities (SEND) reforms within the Children and Families Act and the Care Act (2014). Processes to prepare people for adulthood are being developed jointly across children's and adult health, education and social care services. AAT will fully involve young people with autism and their families in multi-agency planning for preparation for adulthood.

2.10. Recent years have brought new statutory guidance and guidelines for local authorities and NHS bodies, which are contained in the following documents;

- The Autism Act (2009)
- Fulfilling and rewarding lives - the national strategy for autism (2010). Statutory guidance for implementing the national strategy (DOH Best Practice Guidance, Gateway 15204, 2010)
- In June 2012 the National Institute of Health and Clinical Excellence (NICE) produced clinical guidelines on the recognition, referral, diagnosis and management of people with autism. A key purpose of these guidelines was to provide evidence based recommendations to support the further implementation of the national autism strategy.
- Think Autism (2014) – the governments update of Fulfilling and Rewarding Lives
- Adult Autism Strategy Statutory Guidance (2015)

2.8. Locally Cambridgeshire aims to help people to live independent lives in the community; protect the most vulnerable in our society and provide support to people when they need it most. In 2010 Cambridgeshire commissioned a project development worker to support people with autism and their families. Information was gathered on 41 people with autism aged between 14 and 50 years old. It was found that access to diagnosis; employment and support through transition to adulthood were the main areas where help was needed.

2.9. It is also the case that people with learning disabilities who have autism have traditionally been placed out of county, as it is generally this group of people and those with mental health difficulties who have very complex and specialist health and social care support needs which pose a challenge to existing services. Being placed out of county can mean they are living a long way from their families and support networks and may be more likely to receive inadequate support in the long term. In view of this the Learning Disability Partnership established an Out of County project team to settle people in community based facilities within Cambridgeshire and as a result the vast majority of people in 'Winterbourne' type hospital placements have now been brought back in county. In addition six students who were in an out of county residential establishment providing education and care have been successfully moved back into Cambridgeshire.

2.10. Following the publication of 'Fulfilling and Rewarding Lives' Cambridgeshire established a strategic autism consortium in 2011 which drew up an action plan to implement the government's strategy. This consortium has several active members who are on the autistic spectrum or who are family carers. As a result of the work of this group and others the outcomes listed in 3.1 below were achieved:

2.11. There is still much more work to be done – data from the support manager posts mentioned above shows that people still require support around social isolation, housing and employment. There is a need for more information about what outcomes are being achieved by the above measures. There are growing numbers of children who will progress into adulthood and increase the demand for services in this area.

2.12 However there are also opportunities in Cambridgeshire such as the introduction of Transforming Lives, which is a new model of social care which aims to help people progress to greater independence, choice and control within their local communities. Transforming Lives adopts a tiered approach to providing support to people, rather than a 'one size fits all' approach. The graphic below explains these different tiers:



2.13 This approach benefits people on the autistic spectrum. Many are not eligible for social care and could therefore access advice and support under Tier One. Again Tier Two would assist those who require immediate short term help with no presumption about long term support. The self directed, personal-budget based Tier Three support offers ongoing, more

personalised support which will benefit groups with a range of different needs, such as those on the autistic spectrum. Improved access to community services as described in the action plan below will assist people in Tier One

2.14 In addition to Transforming Lives, the Care Act (2014) places an obligation on Cambridgeshire to provide advice and information to a wider range of people in the county other than those who are eligible for social care. Both these initiatives should have a beneficial impact on people with autism in Cambridgeshire.

3. Where do we want to be

3.1. In Cambridgeshire we are committed to implementing the government's 'Think Autism' strategy. This revised strategy contains 15 priorities that should be met locally. These 15 priorities fall into 3 broad areas;

- An equal part of my local community (priorities 1 to 6)
- The right support at the right time during my lifetime (7 to 13)
- Developing my skills and independence and working to the best of my ability (14 and 15)

A web link to the revised strategy can be found at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/299866/Autism_Strategy.pdf

Cambridgeshire also aims to comply fully with the statutory guidance issued in March 2015 and which can be found at:

<https://www.gov.uk/government/publications/adult-autism-strategy-statutory-guidance>

Cambridgeshire already complies with much of the statutory guidance in the following respects:

1. Autism awareness training is available for staff working in health and social care and there is a strategy in place to deliver this. The specific needs of people with autism are featured as part of local Care Management training and there is specialist autism training that is relevant for those working in Learning Disability Services.

2. There is a diagnostic pathway for adults and a local diagnostic service
3. A social care and support pathway has been established in addition to a children's pathway
4. Two part time Autism Support Managers based at the Chitra Sethia Centre for Autism provide a link from diagnosis to support, care and assessment. They support people with a range of needs and aim to prevent or delay the development of care and support needs.
5. The Adult and Autism Team (AAT) provides social care assessments for people with autism who do not have a diagnosed learning disability or mental health condition
6. Local health and social care data systems have a field to indicate whether a diagnosis of autism has been established for people with autism only and people with autism and a learning disability.
7. A meaningful Autism Consortium is in operation that includes people with autism and family carers and other partners such as health, the police, Job Centre Plus and third sector providers
8. A 'Speak Up Spectrum' has been established so that people with autism and family carers can be more involved in co-production
9. There is a named autism lead in Cambridgeshire County Council
10. There is senior level sign off for the autism self assessment process
11. The Joint Strategic Needs Assessment includes autism
12. There is an established Safeguarding Board for adults
13. The numbers and length of stay in hospital placements have been reduced in line with the Winterbourne Concordat
14. The Learning Disability Partnership has developed a combined residential, educational and care resource in Cambridgeshire for younger people with learning disabilities who are also likely to be on the autistic spectrum. This has resulted in seven people returning to the county to complete their education and means people are less likely to go out of county in the future
15. A county wide advocacy service is available and accessible to people with autism
16. Employment is a key focus of the Speak Up Spectrum and 'Think Autism' funding is aimed at improving employment opportunities.

However further work is needed in the following areas:

1. Specialist training to be provided for frontline staff, including staff carrying out social care assessments
2. Clearer links between the pathways for diagnosis, care and support and children's services

3. Implementation of Childrens and Families Act requirements for children with special educational needs and disability (SEND)
4. Implementation of Care Act responsibilities in terms of assessment of needs for children and young people under 18 years of age
5. Greater integration and co-operation between social care, health, housing and other relevant partners in line with the Care Act
6. Collection of more data on autism locally including children, older people and minority ethnic groups
7. Using a variety of methods to obtain feedback from people with autism and family carers about their experiences
8. Consideration of additional preventative services in line with the Care Act responsibilities and Transforming Lives
9. Provision of clear advice and information that is accessible to people with autism and their carers in line with the Care Act
10. Ensuring that the Cambridgeshire Safeguarding Board complies with requirements under the Care Act
11. Comply fully with the Equality Act 2010 in relation to people with autism
12. Further reduction in the numbers of people placed in hospitals and ensure that the least restrictive care options are being used
13. Advocacy services to be available to support involvement in needs assessments in line with the Care Act
14. Ensuring that staff exercising functions under the MCA have regard to the Mental Capacity Act 2005; Code of Practice 2007, and in particular, how it relates to people with autism
15. Ensuring that employment is promoted as a positive outcome for the majority of children and young people with autism who have Education Health and Care (EHC) plans
16. Improve the employment prospects of adults with autism
17. Assess the care and support needs of adults who are in prison and ensure that eligible needs are met

4. How will we get there

The Action Plan below shows how we will implement 'Think Autism' and comply with statutory guidance in Cambridgeshire. It links each action to the overarching objectives of 'Think Autism'.

Table 1. Action Plan to implement 'Think Autism' and the Adult Autism Strategy: Statutory Guidance in Cambridgeshire

No	Overarching Objective Linked to Think Autism	Lead Organisation or role	Actions	Outcomes	Timeline	Progress and RAG Status
1	<p>An equal part of my local community</p> <p>I want to be accepted as who I am within my local community. I want people and organisations in my community to have opportunities to raise their awareness and acceptance of autism.</p>	<p>a) NAS* (Bev Price and CCC Lee McManus)</p> <p>b) VoiceAbility (James Sheard)</p> <p>c) Red2Green</p>	<p>a) Encourage local businesses and organisations to sign up to the DH pledge.</p> <p>b) VoiceAbility have produced a publication for people with Autism who are entering hospital. This is now available at Addenbrookes and should be made available at other hospitals in the county. Make the publication available at Front facing services at District Councils ie Leisure services and Housing Associations</p> <p>c) Aspirations social skills programme brings together students from local</p>	<p>a) Local businesses and organisations sign the pledge</p> <p>b)VoiceAbilty publication available in hospitals</p> <p>c) Raised awareness</p>	<p>a) Feb 2016</p> <p>b) Feb 2016</p> <p>c) July 2015</p>	<p>a) Autism Alliance have been given funds to work on this. AMBER</p> <p>b) Work ongoing with Hinchbrook. AMBER</p> <p>c)War dvd project competed.</p>

			schools, local residents and people with autism to remember the 2 nd World War. Visits to Imperial War Museum Duxford and Bletchley Park planned	and acceptance of autism		Residents and students have been working together to raise awareness. Commemoration day in June. COMPLETED
		d) NAS (Bev Price) and CCC (Lee McManus)	d) Check to see we are involving people in co-production in line with the NAS guide and produce recommendations to remedy any shortfall	d) Involvement in line with NAS guide	d) Feb 2016	d) Capital Grant process decided on co-productive model. Ongoing and good progress so far LMCM to check we are in line with NAS guide. AMBER
		e) VoiceAbility	e) Ensure advocacy services are accessible to people with autism, including older people, in line with Care Act obligations.	e) Advocacy services accessible in line with Care Act	e) December 2016	e) Advocacy services currently accessible to people with autism. Project Board to make Care Act ready - AMBER

	I want my views and aspirations to be taken into account when decisions are made in my local area. I want to know whether my local area is doing as well as others.	f) CCC (Lee McManus)	f) Involve people with autism and family carers in the autism self assessment process 2015. Move towards a co-productive model at the Autism Consortium and Speak Up Spectrum	f) More emphasis on co-production	f) As required	f) Involvement of Speak Up Spectrum in the self assessment process AMBER
	I want to know how to connect with other people. I want to be able to find local autism peer groups, family groups and low level support.	g) NAS Cambridge (Joseph Simon and Bev Price). Autism Anglia (Amy McKenna)	g) Continue to explore opportunities for social interaction and group support amongst people with autism, including drop ins and social events	g) More opportunities for social interaction	g) Ongoing	g) Cambridge social event well established. Speak Up Spectrum includes socialising AMBER
		h) Red2Green	h) Continue social skills programme designed to work together, including cooking, social events, trips for meals, clients visiting Estonia and Spain as part of EU funded project	h) Enhanced social skills	h) Ongoing	h) Visits completed AMBER
	I want the	i) CCC and others	i) Ensure accurate, accessible and up to date information is provided about	i) Accessible information	i) Mar 2016	i) Some information

	everyday services that I come into contact with to know how to make reasonable adjustments to include me and accept me as I am. I want the staff who work in them to be aware and accepting of autism.	j) CCC and others	j) Raise awareness amongst staff coming into contact with people on the spectrum. Provide specialist training for social workers and care managers who carry out needs assessments under the Care Act 2014 in line with statutory guidance (2015). Ensure that staff exercising MCA functions have regard to the MCA Act 2005 and Code of Practice 2007	j) Awareness training provided. Front line staff have received specialist training	j) July 2016	j) Multi agency training plan and general awareness training in place. Specialist training scheduled for 2015-16 AMBER
		k) CCC and others	k) Ensure Equality Impact Assessments (EIA's) take into account the needs of people on the spectrum.	k) Relevant EIA's are co-produced with people with autism and family carers	k) As necessary	k)ongoing AMBER
		l) CCC and others	l) Ensure Transforming Lives benefits people with autism	l) Good practices established such as signposting	l) April 2016	l) Tier 1 support being provided in LDP pilot and by NAS support managers. TL to be rolled out 2015-16 AMBER

	I want to be safe in my community and free from the risk of discrimination, hate crime and abuse.	<p>m) Police and Crime Commissioner</p> <p>n) CCC and others</p> <p>o) CCC and others</p>	<p>m) Ensure enhanced services in Cambridgeshire take into account the needs of people on the spectrum.</p> <p>n) Establish Adults Safeguarding Board in line with the Care Act 2015.</p> <p>o) Ask train operators whether their Disabled Persons' Protection Policy includes providing disability awareness training to all passenger facing staff and managers. Ask local bus operators whether drivers have undertaken disability awareness training.</p>	<p>m) People with autism experience enhanced services</p> <p>n) Safeguarding Board established.</p> <p>o) Train operators and bus drivers have received disability awareness training</p>	<p>m) Ongoing</p> <p>n) July 2015</p> <p>o) Mar 2016</p>	<p>m) LMCM to invite representative to group. AMBER</p> <p>n) Statutory Safeguarding Board established COMPLETED.</p> <p>o) LMCM to ask local transport operators AMBER</p>
	I want to be seen as me and for my gender, sexual orientation and race to be taken into account.	<p>p) CCC Lee to ask at March meeting</p> <p>q) CCC and others</p>	<p>p) A member of the Autism Consortium to ask to join the Hate Crime Group</p> <p>q) Include gender, sexual orientation and race issues in autism</p>	<p>p) Autism Consortium represented</p> <p>q) Equalities issues part of</p>	<p>p) July 2015</p> <p>q) Ongoing</p>	<p>p) VoiceAbility already represented COMPLETED</p> <p>q) Single Equality Strategy in place.</p>

			awareness training.	training		Equalities issues are raised in general awareness training AMBER
2	The right support at the right time during my lifetime					
	<p>I want a timely diagnosis from a trained professional. I want relevant information and support throughout the diagnostic process.</p> <p>I want autism to be included in local strategic needs assessments so that person centred local health, care and support services, based on good information about</p>	<p>a) CCC (Lee McManus, Mimi Vidot-Blanc and Teresa Grady) CPFT (Mark Hall)</p> <p>b) CCC (Lee McManus and Public Health Cambs) NAS Cambridge , Red2Green and other providers</p>	<p>a) Strengthen links between the diagnostic; care and support and childrens pathways and align with access to a needs assessment or carer's assessment for adults. Ensure pathways are updated</p> <p>b) Ensure JSNA's for disabilities and mental health continue to include autism and collect data on the needs of people on the spectrum and include older people, people from BAME communities and children. Providers of services to produce updates. 'Champion' for autism on Health and Well Being Board</p>	<p>a) Clear links between pathways</p> <p>b) JSNA reflects needs of people with autism including family carers</p>	<p>a) Mar 2016</p> <p>b) As necessary</p>	<p>a) CLASS clinic pathway updated June 2015 Need to link different pathways LMCM and TG AMBER</p> <p>b) JSNA 2013 includes data on adults and children but not on other groups. Include in next JSNA - LMCM AMBER</p>

local needs, is available for people with autism.					
I want staff in health and social care services to understand that I have autism and how this affects me.	c) CCC (Martine Gryzbek)	c) Ensure a multi-layered approach to training is established ranging from general awareness-raising to more specific training for those undertaking needs assessments	c)Multi layered training strategy in place	c) July 2016	c) Multi agency training plan in place. More specific training to be provided 2015-16 AMBER
I want to know that my family can get help and support when they need it.	d) CCC social care,	d) Enable access to needs assessments and support for family carers and young family carers in line with the Care Act	d) Carers assessments introduced in line with Care Act	d) April 2015	d) Carers assessments provided by Carers Trust where cared-for is not eligible for social care COMPLETED
I want services and commissioners to understand how my autism affects me differently through my life. I want to be supported through big life changes such as transition	e) CCC children's services	e) Assess the needs of young people and child carers before they (or the person they care for) turn 18 in order to help them prepare for adulthood.	e) Assessments carried out in line with requirements of Children and Families Act	e) Ongoing	e) Young Adults team to work with people from 16 or 18 years to prepare for adulthood AMBER
	f) CCC children's services	f) Implement a single Education, Health and Care (EHC) plan for 0-25 year olds on the autistic	f) EHC's implemented in line with	f) Ongoing	f) Preparation for EHC's in hand AMBER

	from school, getting older or when a person close to me dies.	and young adults team	spectrum.	requirements of Children and Families Act		
	I want people to recognise my autism and adapt the support they give me if I have additional needs such as a mental health problem, a learning disability or if I sometimes communicate through behaviours which others may find challenging.	g) LDP Area Teams	g) Minimise the use of inpatient care for people with complex and challenging needs; use the least restrictive care settings; regularly review the needs of those in such care placements and commission local community based housing and support services for them when they are ready to move back into the community in line with the Winterbourne Concordat	g) Winterbourne Concordat requirements implemented	g) Ongoing	g) Reduction from 16 to 5 patients up to August 2015. Reviews taking place and local inpatients services reviewed GREEN
	If I break the law, I want the criminal justice system to think about autism and to know how to work well with other services.	h) Cambridgeshire police, Courts and Prisons	h) Carry out autism awareness training for front line staff.	h) People with autism have a better experience of the criminal justice system	h) Mar 2016	h) Police officers and custody staff receive training. Probation to raise awareness through the NPS Equalities Action Plan 2015/16. Improve screening at by

		i) CCC	i) Assess and meet the social care needs of prisoners in line with the Care Act	i) Social care needs are met	i) April 2016	health professionals through the Liaison and Diversion in the Magistrates Court AMBER i) Project set up to identify needs of prisoners in the county. Those in secure hospitals to be found community placements in line with Winterbourne Concordat. AMBER
3	Developing my skills and independence and working to the best of my ability					
	I want the same opportunities as everyone else to enhance my skills, to be empowered by	a) CCC, LDP and CPFT	a) Ensure direct payments and personal budgets are available as part of the care and support plan for people on the spectrum and that support is available for people to use them	a) People with autism have more choice and control	a) Ongoing	a) Direct Payment and Personal Budget available to those eligible and support available GREEN

	services and to be as independent as possible.	b) CCC and others	b) Consider applying for funds to enhance employment opportunities.	b) Funding Awarded	b) Ongoing	b) Red2Green granted funds for job search short film. Think Autism funding used for employment GREEN
	I want support to get a job and support from my employer to help me keep it.	c) Red2Green	c) Continue to provide social skills programmes that include independent living skills, money management etc	c) Social skills enhanced	c) Ongoing	c) Programmes in operation GREEN
		d) CCC and job Centre Plus	d) Ensure representation from local Jobcentre Plus as well as employers on the local Autism Consortium.	d) Input from Job Centre Plus and employers into work of consortium	d) Feb 2016	d) Autism Alliance will be supplying training to Job Centre staff to create champions AMBER
		e) CCC and others	e) Ensure that plans for preparing for adulthood for young people with autism include employment as a key outcome, as appropriate employment is part of the new SEN local offer requirement.	e) SEN plans include employment	e) Ongoing	e) Younger adults team established AMBER
		f) NAS and		f) Local	f) September	f) Event held

		VoiceAbility	f) Organise an event for local employers to highlight the benefits of employing people with autism	employers informed of benefits of employing people with autism	2014	September 2014 COMPLETED
		g) CCG	g) Fund a new post to support people with autism into employment	g) Support person in post	g) April 2016	f) Funding Agreed AMBER

*Guide to Abbreviations

Abbreviation	Full Name
AAT	Adult and Autism Support Team
ASD	Autistic Spectrum Disorder
BAME	Black Asian and Minority Ethnic
CCC	Cambridgeshire County Council
CCG	Cambridgeshire and Peterborough Clinical Commissioning Group
CCS	Cambridgeshire Community Services
City Council	Cambridge City Council
CLASS	Cambridge Lifespan Asperger Syndrome Service
CPFT	Cambridgeshire and Peterborough Foundation Trust
CRHB	Cambridgeshire Sub Regional Housing Board
DC's	District Councils
FACS	Fair Access to Care
LDP	Learning Disability Partnership
MCA	Mental Capacity Act
NAS	National Autistic Society
SDS	Self Directed Support

SEND	Special Educational Needs and Disability
TL	Transforming Lives