



The Richmond Fellowship Scotland

AUTISM

STRATEGY 2017-20

respect **dignity** valuing **engaging**



The Richmond Fellowship
Scotland

OUR VALUES

TRFS understand that people with autism form a valuable part of society. We believe that people with autism should be treated with dignity and respect, and receive the support they require to live full lives in the community. We are committed to working towards a society where people with autism are truly accepted and valued by their communities. We believe our autism services can contribute to making this a reality.

We recognise the complexities of people's lives, the challenges that people with autism face, and the contributions and worth they can bring. We believe that everyone is unique and entitled to a fulfilling life.



Staff tailored support specifically to my daughter, and have given her and myself lots of practical help and support. This has been invaluable.

Mum of a young woman with autism



WE ARE COMMITTED TO:

Supporting people with autism to remain living in their local communities or to return to live in their local communities

Providing the best possible services to people with autism

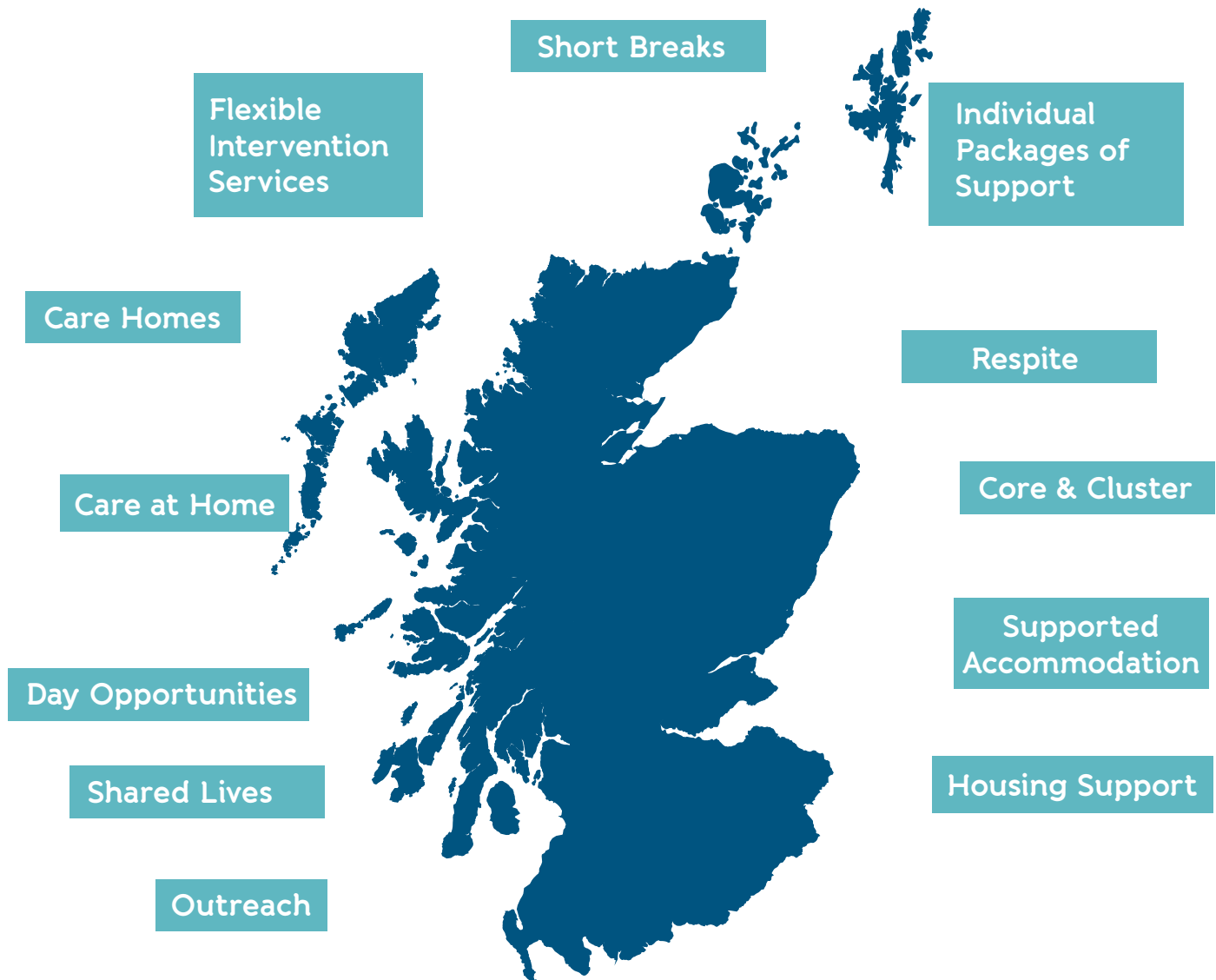
Treating people with autism with respect and dignity at all times

Recognising and valuing the uniqueness of each person with autism

Engaging with people with autism in decision-making about their service

OUR AUTISM SERVICES

We support 307 people with a diagnosis of autism in 27 Health & Social Care Partnerships and in 11 Health Board areas. We also have a range of different service models.



NUMBER OF PEOPLE WITH AUTISM SUPPORTED IN EACH HEALTH BOARD AREA

Ayrshire & Arran	19	Greater Glasgow & Clyde	86
Borders	4	Highland	46
Dumfries & Galloway	14	Lanarkshire	43
Fife	38	Lothian	23
Forth Valley	11	Tayside	15
Grampian	8		

SERVICE SPOTLIGHT

EASTFIELD COMPLEX CARE HOUSING



“The new flats in Penicuik are a key part of our strategy to support people with more complex needs to live independently as a valued member of their community. We believe that the fundamental aspects of the project are the right environment and the right type of skilled support, delivered at the right time. Partnership between the tenants, their families, The Richmond Fellowship Scotland and Midlothian Health and Social Care Partnership is a vital component of achieving positive the outcomes that we are seeking for people, whilst developing sustainable services for people with more complex needs.”

Alison White,
Head of Adult Services,
Midlothian.

The Eastfield service in Midlothian is a new development of 12 individual local authority tenancies designed for people with autism, learning disabilities and complex needs. It consists of individual flats, divided into three clusters on a site in Penicuik. There are 11 flats for permanent residency, with one flat kept free for ‘place of safety’ placements. All those identified for this service have complex needs and require specialist support.

The purpose-built service offers a homely and inviting setting, close to the centre of town. The design is in line with best practice and based on current research knowledge.

This location of the service offers the opportunity for people to access all local facilities, while ensuring ample private space for additional support. The location allows for easy access to Edinburgh and the Borders, while at the same, providing a range of transport and leisure possibilities nearby.

The model of support used in Eastfield is Positive Behavioural Support (PBS) and this helps those with complex needs who sometimes display challenging behaviours. The management team will all complete the TRFS qualification, the Professional Development Award in PBS, and the staff team will also undergo accredited autism training. A PBS Advisor is located within the service and will support the development of comprehensive proactive and reactive PBS plans. This is a significant investment and acknowledges the need for specialist support to ensure good quality of life outcomes.

The development also represents a key element of the strategic redesign of Learning Disability Services in Midlothian and will support people, regardless of their level, range and complexity of needs, to live independently in their local community, with the same choice, control, and protection as any other person, in a safe environment and empowered to participate.



Jim Heron, Area Manager for Eastfield service

POSITIVE BEHAVIOUR SUPPORT TEAM

The Positive Behaviour Support Team are part of The Richmond Fellowship Scotland's unique approach to supporting individuals with autism and complex or challenging behaviours.

The team was set up in 2000 and was the first Positive Behaviour Support team in social care in Scotland. They have a wide range of experience and their work underpins our reputation as a provider of quality support to individuals with autism and complex needs.

The work of the team includes:

- Carrying out specialist behavioural assessments, particularly in relation to people with autism who demonstrate emotional difficulties or behaviours which challenge.
- Developing innovative behavioural strategies to improve outcomes for people with autism.
- Delivering training on Positive Behavioural Support and autism, to support and enhance our staff's skills.
- Providing practical and direct support to staff and carers, including ongoing consultation and advice in relation to autism and behavioural support issues.



Having input from the Positive Behavioural Support Team has helped my daughter in so many ways. She has a much better quality of life and, she just seems happier.

Parent of person we support



STRATEGY 2017-20



People with
Autism & Family
Carers



External Partners



Our Staff

OUR GOAL

Our goal is to provide individuals with autism with the best quality service available and to become a leader in the field of autism service provision. We aim to be recognised as a best-value provider of specialist, high quality, person centred services which support people to live in their local community.



AUTISM
The Richmond Fellowship Scotland

- Develop support services for children and young people with autism and complex needs, including within education settings.
- Continue our programme of specialist behavioural training and support to family carers of people with autism, through our unique Positive Pathways programme.
- Develop a suite of e-learning resources based on Positive Behavioural Support, to be made freely available to family carers of people with autism.
- Develop services for people with autism with complex needs, but without a learning disability, for example, people with autism within the criminal justice system.

- Continue to develop our services for people with autism and complex needs throughout Scotland, with a particular focus to provide local, community-based specialist services as an alternative to out-of-area placements.
- Utilise our bespoke modular housing development, 'Spectrum', to provide person-specific and needs-led accommodation on a best value basis.
- Work together with local Health and Social Care Partnerships to develop opportunities for speculative autism and complex needs services, to provide solutions to the need for appropriate local services.
- Contribute to best practice for people with autism, particularly those with additional complex needs, by publishing our work and by sharing our expertise with our external partners, for example via our e-learning resources.

- Match all our autism training with the standards in the Scottish Government's Autism Training Framework, Optimising Outcomes.
- Further develop our specialist operational posts, Autism Resource Workers, to provide local, specialised operational support to our services who support people with autism.
- Roll out our unique accredited qualification, Outcome-Based Support Planning for People with Autism, to our staff and managers across the organisation.
- Further develop our profile as an autism-specialist organisation through a programme of staff development, capacity-building and successful service delivery.

OUR AUTISM TRAINING FRAMEWORK

When the new NHS Education for Scotland training framework, 'Optimising Outcomes' was launched in late 2014, TRFS decided to adopt this as our approach to autism training also. By employing this framework we are able to evidence best practice in our approach to training our staff to work with people with autism.

Within Optimising Outcomes, different levels of skills and knowledge are described in relation to key areas of autism work. We have developed our training so that every role in the organisation can be cross-referenced to a level within the framework. This will ensure that our whole organisation is well placed and skilled to be able to provide person-specific support for individuals with autism across their lifespan.

In 2016 we also developed an autism qualification, unique to TRFS, in order that we can get our managers, and our support staff, qualified with an autism-specific qualification. Our Certificate in Outcome-Based Support Planning for People with Autism has been credit rated by Edinburgh Napier University and is worth 30 credits at Level 8. The new qualification is currently being piloted with the Autism Resource Worker group, and following this, it will be rolled out to a wider range of staff and managers who work in autism services. It is the highest level within our Autism Training Framework which is shown below. The increasing levels represent increasing levels of skills and expertise.



AUTISM RESOURCE WORKERS

Our focus as an organisation is to expand our capacity in supporting individuals with autism. We aim to build skills and confidence at all levels, to ensure a wide spread of staff who are confident and skilled to work with people with autism, particularly those who have complex and challenging needs. Our new Autism Resource Worker scheme is one element of this

The Autism Resource Workers are a group of specially trained and qualified TRFS staff who will provide local operational support, guidance and training in relation to autism to our services across Scotland. They are the first group in the organisation to go through our new autism qualification, the Certificate in Outcome-Based Support Planning for People with Autism and then they will provide a local resource to services around the organisation. They will be supported and coordinated by the TRFS Autism Advisor.



“I have worked with TRFS for ten years and I applied to become an Autism Resource Worker as autism has always been an interest; it never ceases to amaze me that people with autism have their own unique way of coping with their environment. I wanted to learn more about autism and how I can incorporate proactive plans in an outcome-based approach.

By completing the qualification, I will improve my skills and knowledge in relation to autism. I will then share my new knowledge and transfer my skills to other staff within TRFS to support them to develop support plans which will improve quality of life for the people with autism they support.

I feel I have been fortunate to be selected for the role as it has given me the opportunity to learn more that can enhance people’s lives. The qualification is going to open new doors for me and it will give me great pleasure to see the people we support benefit from our ability to provide the best support to suit their needs.

It gives me a real sense of satisfaction to be part of a developmental autism strategy, which focuses on getting it right for all those being supported by TRFS.”

Maria Murray, one of our new Autism Resource Workers

POSITIVE PATHWAYS: SUPPORT FOR CARERS

We have been running our Positive Pathways programme for family carers of people with autism since 2012. In this time, nearly 500 families have benefitted from the programme. Positive Pathways is an innovative programme of specialist behavioural training and individual support, to help and support carers who have a family member with autism, who may be experiencing behavioural and emotional difficulties.

In 2015, we were successful in securing further Scottish Government funding to deliver a 2-year programme on a national basis. Positive Pathways Scotland offers family carers all around Scotland the opportunity to attend group training sessions and also to apply for one-to-one support sessions with a behavioural specialist. Follow-up consultation and support is also provided throughout the year, and a range of e-learning resources are being developed in order to ensure that the programme can provide sustainable support to carers once the funding period has ended.



“Group exercises and individual work made you feel your family member was an individual and this made it more personal to us.”

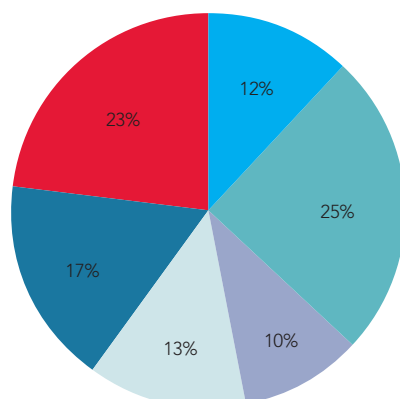
Carer attending Positive Pathways Scotland

“I have been able to minimise her challenging behaviour which has in turn reduced the stress we both feel, this has had a knock on effect within the family so our home is much calmer and happier.”

Carer attending Positive Pathways Scotland

Family carers were asked to identify three key issues that they were looking to address as part of the training. The areas identified are noted on the chart.

KEY ISSUES FOR FAMILY CARERS



Training covers topics such as:

- An Introduction to Positive Behaviour Support
- Exploring reasons for behaviours that challenge
- Sensory differences in autism
- Communication and understanding
- Strategies for managing difficult times



- Increased knowledge
- Reason for behaviour
- Develop communication
- Develop social skills
- Develop person's coping skills
- Responding to behaviour

SUPPORTING TRANSITION: MICHAEL'S STORY

MICHAEL

Michael is a young man with autism and learning disabilities who had attended residential school for 8 years until, at the age of 22 he was offered the opportunity to return to his own hometown and live in his own tenancy. This was a big move for Michael, who found change difficult, but it was recognised that it was important for Michael to be in close contact with his family on a regular basis and this was difficult to achieve while he lived so far away.



TRFS worked to get to know Michael and his family well before the move. A 3-month transition plan was established by our Positive Behaviour Support Team to ensure we moved at Michael's pace and provided him with lots of time to get to know his new staff team. Michael's new staff spent several days a week with him at his residential school and Michael accompanied his staff for visits to his new home to help him feel familiar and secure with his new environment.

Lots of detailed planning went into the move, with a range of behavioural strategies put in place to help him cope with the changes. On the day of moving everyone was anxious for Michael

but as it happened, Michael never looked back! He investigated his new environment thoroughly, found the swing in the back garden, and decided he was staying.



“THE WAY THE TRANSITION WORKED WAS EXCEPTIONAL IN SUPPORTING MICHAEL WITH THIS MOVE”

Michael's mum

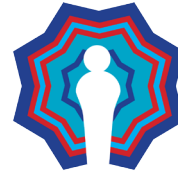
Through getting to know Michael's likes and dislikes as well as spending time with Michael's mum, we have worked to help Michael develop independent living skills as well as helping Michael to gain confidence in exploring the wider community and what it had to offer.

Starting small and moving slow has allowed Michael to adjust to his new home and Michael now makes his own daily choices about how he spends his time, including a fondness for baking and spending time in his garden, as well as even showing an interest in getting involved with housework! Helping Michael to understand when things will happen has allowed him to feel confident in transitioning from one activity to another.

Michael is also gaining confidence in spending time in his community. He gets real enjoyment from using his car and loves getting out and about, being driven to picnic areas, sightseeing and shopping. Staff and his family are working together to support Michael in gaining further confidence in exploring new places and we know that over time Michael will continue to develop his skills and experience new adventures!



The Richmond Fellowship
Scotland



AUTISM
The Richmond Fellowship Scotland

The Richmond Fellowship Scotland

AUTISM

STRATEGY 2017-20

respectdignityvaluingenengaging

If you would like to find out more about our Autism Services in your area please contact:

autism@trfs.org.uk

The Richmond Fellowship Scotland, 3 Buchanan Gate, Buchanan Gate Business Park, Cumbernauld Road, Stepps
North Lanarkshire G33 6FB **Telephone:** 0845 013 6300.

Our leaflets are available in different formats including:
easy read, audio and Braille. Please contact us to ask for these.

