



The Richmond Fellowship Scotland

AUTISM

STRATEGY 2014-17

respectdignityvaluingengaging



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.



My son is thriving and making excellent progress. I have absolutely no hesitation in saying that this is entirely due to the extensive support provided by the dedicated and enthusiastic staff.

Mum of a young man 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

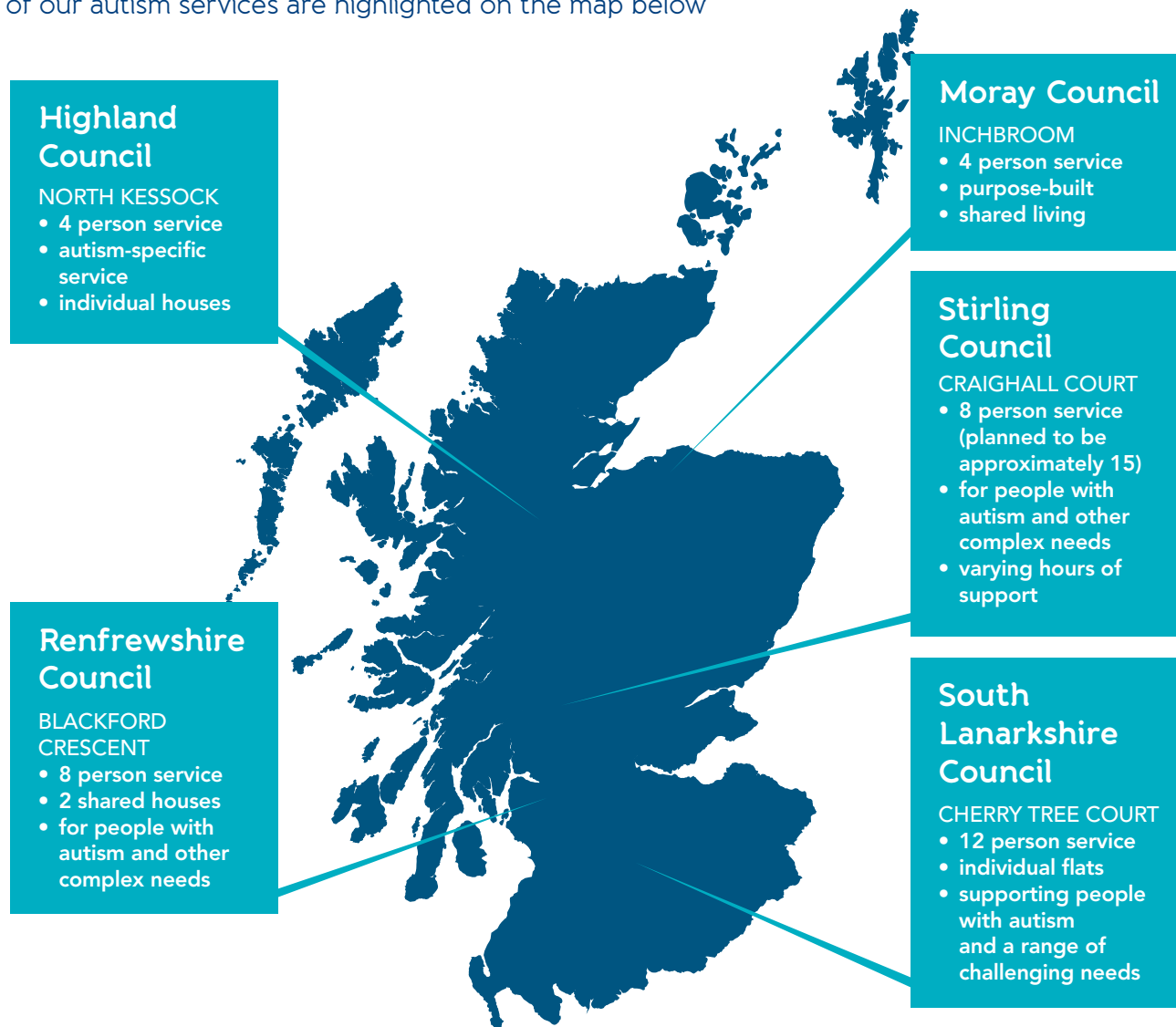
Treating people with autism with respect and dignity at all times

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 people with autism in 25 out of the 32 Scottish Local Authorities. Some examples of our autism services are highlighted on the map below



NUMBER OF PEOPLE WITH AUTISM SUPPORTED IN EACH LOCAL AUTHORITY

Aberdeen City	11	E Dunbartonshire	2	Highland	34	Renfrewshire	14
Aberdeenshire	1	E Lothian	0	Inverclyde	5	Scottish Borders	5
Angus	1	E Renfrewshire	7	Midlothian	6	Shetland Islands	0
Argyll & Bute	0	Edinburgh, City of	3	Moray	4	S Ayrshire	8
Clackmannanshire	0	Eilean Siar	0	N Ayrshire	3	S Lanarkshire	19
Dumfries & Galloway	10	Falkirk	0	N Lanarkshire	10	Stirling	8
Dundee City	2	Fife	40	Orkney Islands	0	W Dunbartonshire	5
E Ayrshire	6	Glasgow City	5	Perth & Kinross	6	W Lothian	2

Total number of people supported throughout Scotland - 217

Information correct at April 2014

SERVICE SPOTLIGHT

BLACKFORD CRESCENT

Blackford Crescent was set-up to cater for individuals with autism, challenging behaviours and other complex needs. It consists of two 4-person houses, 24 hour support provision, and a beautiful large shared garden. All the young men who currently live there have a range of complex needs and require specialist person-centred support.



There is a relaxed atmosphere and a good mixture of young people of a similar age which I believe have been a factor in the success of his transition.

Callum's Mum



Callum is a young man with autism and a learning disability. Callum moved into Blackford after school. We were aware this would not be an easy process for Callum as he found change extremely difficult. He had a history of being resistant to new environments, social interactions and new activities. Callum's staff team approached his transition in a positive and proactive way, working at his pace.

Since moving into Blackford Crescent Callum has settled well into his new environment. He has managed to build relationships with all of his staff team and will often sit with his peers during meal times or in the evenings. Staff have managed to engage Callum in a variety of activities, including shopping, keeping his bedroom tidy and doing the recycling. Callum has been particularly interested in doing art, often drawing pictures and doing hand-over-hand writing.

For the future, staff are working towards supporting Callum into the community on a daily basis, with him being able to manage trips to the shops and other places.

Callum's mum stated, "At all stages I was involved in decision making and I know that my views were considered. I believe that I continue to play a large part in the decision-making relating to my son."



POSITIVE BEHAVIOUR SUPPORT TEAM

We provide specialist support for people with autism who also have complex and challenging behaviours through our **Positive Behaviour Support Team**. This team is unique to The Richmond Fellowship Scotland and is the only team of its kind in Scotland. Our team work in partnership with our staff who are supporting individuals with autism to find new approaches and behaviour strategies that improve quality of life and reduce behaviours which prevent a person from leading a full and meaningful life. You can read real life examples about how our positive behaviour support changes lives at www.trfs.org.uk



BEHAVIOUR SUPPORT ADVISOR FOR AUTISM

Our dedicated **Behaviour Support Advisor for Autism** is Tia Martin. Tia has been working with people with autism for more than twelve years in a variety of roles. She has a Masters degree in Autism and is working towards her PhD in Behaviour Analysis and Autism Spectrum Disorders so she has close links with the research community.

Tia works closely with our staff teams to meet the needs of specific individuals but is also responsible for helping to drive the company wide approach to best meeting the needs of our supported individuals with autism. Tia is based in Stepps but travels throughout Scotland to work with our services and link in with external partners such as, One Stop Shops, Local Authority autism groups, national network groups and a range of family carer groups.



This post is an exciting development for the organisation and shows our commitment to developing further in the area of autism. Tia comes with a strong academic background and an excellent record of working closely with people with autism; we are delighted to have her join the team.

Anne MacDonald (Manager of the Positive Behaviour Support Team)

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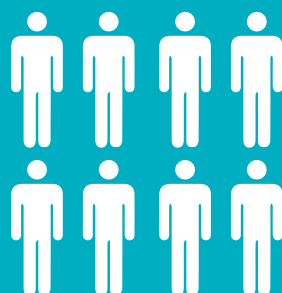
Carers & People with Autism



External Partners & Commissioners



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.

- Engage with the people we support through a process of consultation and participation, ensuring that we facilitate people to take a lead on their own lives and to be fully involved in the decisions that affect them.
- Develop an outcomes based approach in all our autism services, utilising Talking Points, to ensure that we are meeting valued outcomes for the people we support.
- Provide specialist behavioural training and support to family carers of people with autism, through our unique Positive Pathways programme.

- Further develop our autism services throughout Scotland, with a particular focus to provide local, community-based specialist services for those with more complex or challenging needs. We will work with councils to identify their needs, in particular in relation to more complex individuals who are currently placed out-of-area.
- Contribute to ongoing implementation of the Scottish Government's Autism Strategy via continuing our work with the Strategy Reference Group.
- Continue to engage with a range of local and national partners to be an active participant in the field of autism in Scotland.
- Contribute to the field of research into best practice and effective support methods for people with autism, with a particular focus on people with additional complex behaviours and challenging needs.

- Provide a range of specialist, person-centred autism training to all our staff who support people with autism, including bespoke e-learning packages to address training needs in areas such as communication, sensory integration and the unique functioning of people with autism.
- Ensure that all our staff who directly support people with autism are proficient and skilled in the use of alternative communication systems where required.
- Introduce a range of autism-specific Quality Assurance tools to our autism services, including an Autism Audit – in order to maintain and develop quality and to ensure we are providing the best possible service.

HOW WE TRAIN OUR STAFF:

Our staff are highly trained to ensure that they are skilled to cater to the specific needs of the individuals that they support. We use a combination of training modes including workshops, mentoring, workbooks and e-learning. Our comprehensive training programme includes:

AUTISM AWARENESS:

An introduction to autism for all staff who support a person on the spectrum.

TEAM-BASED AUTISM WORKSHOPS:

This 4 day intensive programme is provided to specific teams and is tailored to be specific to the person that they support. It provides an in depth knowledge of autism including autistic functioning and sensory differences.

COMMUNICATION TRAINING:

Communication methods and systems for those who have limited communication. This course is delivered both generally and tailored to specific individuals' needs.



The trainer really knew what she was talking about and constantly used examples which were really helpful.

The course was a great insight into autism. I didn't realise how much there was to know.

Quotes from staff



INVOLVING PEOPLE WITH AUTISM IN DELIVERING TRAINING

DEBORAH



Having Deborah co train with me was invaluable. She gave the staff a real insight into the daily difficulties and challenges that she faces. It helped staff to make sense of the Triad of Impairments and understand the importance of routines and structure.

TRFS Learning & Development Coordinator

My name is Deborah and I am a woman with Asperger's Syndrome who is supported by TRFS. Through conversations with the Positive Behaviour Support Team, I started to think about what my options for employment were in the future. I knew I was very interested in Asperger's Syndrome.

A representative from Positive Behaviour Support Team and I started to work on developing some training for Asperger's Syndrome. We developed a one day training programme which we delivered together in areas which requested assistance.

I have gone on to be involved in the Team-Based Autism Workshops and the one day Autism Awareness Training around Central Scotland.

The staff I have worked with have always been very positive about my input. Support staff have described my input as "very interesting and incredibly helpful."

Co delivering training has given me a lot of experience and I have become more skilled at presenting. This has been one of the few things I've found I could stick at and it has helped me plan what I want to do in the future. Ultimately I would like to earn a living by training people with Asperger's Syndrome.

SUPPORTING CARERS: POSITIVE PATHWAYS

Positive Pathways is an innovative training programme for the families of people with autism. This is an excellent opportunity for carers to receive specialist behaviour training to help and support their family member with autism who may be experiencing behavioural or emotional difficulties. Family carers receive 6 half-day training sessions and there is also an option of Intensive Support (home visits and one-to-one sessions with the Behaviour Support Advisor). This training is run in conjunction with local councils.

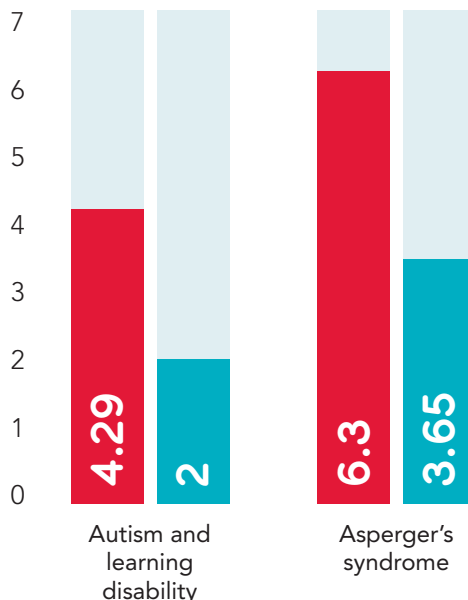


I have attended many other courses, but this was the best. I have learned lots of new skills to help me look after my son.

Mum of son with autism



Severe behaviours per month



■ Before
■ After

An in-depth evaluation of Positive Pathways was undertaken. Carers completed a range of questionnaires before and after training. The outcomes from this are very positive, with carers reporting a significant decrease (20%) in total behavioural challenges from their family member following the training, as well as increased feelings of carer well-being (22%), and decreased carer stress (14%). The adjacent graph shows the decrease in particularly severe behaviours.

SUPPORTING TRANSITION: CASE STUDY

LIZZIE

Lizzie is a happy, bright and bubbly young lady who was recently supported by TRFS support staff and the Positive Behaviour Support Team to move into her own home. Lizzie can struggle with understanding and coping with change, and at times she would display very challenging behaviour.



Lizzie's challenges have drastically reduced and her confidence has increased enormously, allowing her to live a happy and fulfilling life. We are all extremely proud of her.

Quote from one of Lizzie's staff team

The transition was very difficult for Lizzie as were many things in her life. Lizzie lived with her mum and sisters in a very busy home. Lizzie encountered a lot of difficulties whilst at home and was given daily support from another team who were struggling to meet her needs.

However during transition, by gaining Lizzie's trust and confidence, working alongside the Positive Behaviour Support Team and using appropriate strategies the severity and length of Lizzie's challenges greatly reduced. This allowed Lizzie's transition into her new home to run smoothly and at a pace which was comfortable for Lizzie. Lizzie has thrived in her new home and is now taking part in a range of activities which she could not do before.



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

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

