

Summary of Autism Awareness Training Progress

AIM 1: To increase awareness and understanding of autism for staff

Our Commitment is to: Make sure more people understand about ASD

Priority for Action

- Develop an integrated training plan for autism awareness
- Ensure training delivered across Housing, Criminal Justice System, Primary Care and Health and Social Care

The outcomes we expect from the above are:

- Staff will have knowledge and understanding about ASD and how it affects behaviour and response, they will be able to make reasonable adjustments to the way they deliver services, their approach to communications and respond appropriately to better accommodate adults with ASD.
- Adults with ASD will feel more confident and comfortable about seeking services, and their needs will be identified and addressed earlier.
- Raising awareness of ASD through public services will strengthen the process of raising public awareness on a general level. This is essential in promoting a society that accepts and understands adults with ASD.

Training Need Analysis

A training needs analysis was carried out both within and out with the council. questionnaires were sent out to -

1. Managers within Moray Council
2. Individuals within Moray Council
3. Key stakeholder organisations out with the Council

Focus groups and questionnaires were completed with -

4. Individuals with Autism
5. Carers

Key Themes/Topics identified were –

1. Definition of Autism
2. Spectrum/Triad of Impairments
3. Sensory Issues/Environment
4. Behaviour Issues and Strategies
5. Communication Strategies
6. Theory of Mind/Central Coherence
7. Employment Case Studies
8. Personal Stories
9. Similarities
10. Carers Perspectives
11. Do's and Don'ts

Other ideas developed –

To produce a directory of services – this has already been completed for training

To produce an Autism website/forum

Milton Keynes Visit

The Training Facilitator (Autism) and Public Involvement Officer visited Milton Keynes to observe the model run there and gained an insight into their Autism Awareness Training Programme.

Milton Keynes Autism Partnership Board was also attended during which an advocacy group and 7 Autism Trainers were met.

Training Team

4 individuals volunteered to take part in this project and have become citizen leaders and trainers. They are just about to move from being volunteers to employees.

The training team have been meeting once per week for around 2 hours

This team has been involved in all aspect of the training and have helped to identify the 10 key topics to work on for the awareness training programme (see above)

Personal Stories – each member has developed a personal story to share during training

Several other individuals have shown an interest in joining the team but would prefer to work behind the scenes –so far they have been involved in digital recordings

Local Employment Case Studies Leaflet – ‘Are you and Autism Friendly Employer’

Case studies were carried out with the following Autism friendly employers -

Macleans Bakery – Lewis Maclean

Reboot in Forres – Lee McGarth

Walker Shortbread – a good news story was carried out with an individual with Autism who worked at Walkers for the summer and found it a positive experience

Training Diary

The training team have several dates in their diary and are booked in to deliver Autism Awareness Training too -

Social Work Training Team, Grampian Fire Brigade, GPs, Life Skills Centres, Newly Qualified Social Workers

Organisations we have been working with so far

ARGH (Autism Rights Group Highland) – Inverness interested in working jointing on a focum

National Autistic Society – Aberdeen

Triple A Autism Group – Aberdeen

Number 6 – Edinburgh

Milton Keynes Council

Next Step

To start to research into developing a one stop shop for Autism.