

Theme 1: Information and advice

Autistic residents and their parents and carers have the information they need, when they need it.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Starting Well</p> <ol style="list-style-type: none"> 1. Make it easier for families and autistic young people to find useful information. 2. Support all children and young people to understand autism and promoting equity and neurodivergent-positive attitudes. 3. Provide clear and transparent information about what is on offer for autistic children (including those without a formal diagnosis) and their families, and where eligibility varies, setting out the criteria. 4. Create and promote social opportunities and networks in addition to health and social care services for autistic families. <p>Living and Ageing Well</p> <ol style="list-style-type: none"> 5. Support adults to maintain networks and support from childhood to adulthood, and having clear and accessible information on what additional support is available at different life stages. 6. Make it easier for all autistic adults, parents and carers in Camden to ask for help, and ensure transparency about what is on offer and what support is available, including their rights and entitlements. 7. Make information available for all the areas adults say are important for them, for example early help, maintaining good mental health, getting a job and support with their finances or housing. 8. Support autistic adults to find support to meet their needs and wishes; making them aware of their rights to a Care Act assessment and reasonable adjustments. 	<p>All-age</p> <ul style="list-style-type: none"> • Improve and promote our websites. • Ensure there is information about support for autistic residents in community settings (libraries, Family Hubs and schools). • Review understanding and support for autistic residents who get in touch with Contact Camden (Camden’s Telephone Customer Service Team) to seek advice and information. <p>Starting Well</p> <ul style="list-style-type: none"> • Create a guide for families, friends and carers of autistic children and young people so they know where to get support. • Develop a psychoeducation programme for parents and carers for primary and secondary age groups. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Share consistent information about Adult Social Care and support for autistic adults and their carers with commissioned providers, NHS services and local voluntary and community services. • Work with colleagues in the Communications department to ensure photographs of key buildings where Adult Social Care staff meet residents are available online, along with information about the physical spaces, so that autistic adults know what to expect when they visit these places.

Theme 2: Health, wellbeing and independence

Autistic people live the life they want, staying safe and well.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Starting Well</p> <ol style="list-style-type: none"> 9. Work with our NHS partners to make it clearer which health services are available for autistic children and young people, reduce waiting times, and provide information to help in the absence of a diagnosis. 10. Improve age-appropriate information and advice about maintaining good mental and physical health for autistic children and young people. 11. Take an equity approach to children’s services, recognising that autistic children and young people without a learning disability experience additional barriers to accessing universal services and events. 12. Improve our support to schools to meet the needs of autistic pupils. <p>Living and Ageing Well</p> <ol style="list-style-type: none"> 13. Work together to tackle inequalities in access to health, social care and wider community services. 14. Make health, social care and wider community service offers autism informed, consistent and reliable. 15. Address the causes of poor physical and mental health and the barriers people face accessing earlier help. 16. Work together to promote wellbeing and independence across health and social care services. 17. Ensure our housing offers are accessible to autistic adults and our housing support services are tailored to their individual needs, including sensory needs. 18. Proactively inform autistic adults about how to access care and support tailored to their age and life stage. 	<p>All-age</p> <ul style="list-style-type: none"> • Work with our health and wider partners to start developing a coordinated approach to collecting and analysing data on autism. • Work with our colleagues in leisure centres and parks to create autism-friendly and fully accessible spaces for people to engage in exercise and recreation activities. • Apply an autism-friendly lens to activities within Camden’s ambitions to become an Accessible and Friendly Borough. <p>Starting Well</p> <ul style="list-style-type: none"> • Continue to develop the universal and Family Hubs offer for families waiting for diagnostic assessment. • Ensure as much as possible of Children and Young People’s services’ (CYP’s) minimum equity data is collected and analysed to ensure we better understand any gaps in access from an equity and intersectionality perspective. • Support autistic pupils to thrive through reviewing and improving the outreach and advisory support available to schools and developing a Meeting Predictable Needs Toolkit over the next 12 months to provide practical information and advice in mainstream settings. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Develop autism-focused partnerships with key organisations, such as NHS and commissioned services, to review and enhance referral pathways and autism-informed practice learning. • Analyse emerging data through an equalities and intersectionality lens to start to develop a holistic and consistent understanding of autistic adults’ needs in Camden.

Theme 3: Active and supportive communities

Autistic residents, their families and carers can maintain social connections in a way that is meaningful for them.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Starting Well</p> <ol style="list-style-type: none"> 19. Make spaces, activities and services inclusive for autistic children and young people. 20. Develop our support offer for families, friends and carers of autistic children and young people. 21. Identify and create opportunities for autistic young people to volunteer, work and share common interests. <p>Living and Ageing Well</p> <ol style="list-style-type: none"> 22. Ensure autistic adults can access peer support, inclusive activities and social networks. 23. Support autistic adults to access and engage in work, training, education and volunteering of their choice. 24. Ensure Camden’s social care, housing, criminal justice and health services are autism informed. 25. Enable autistic adults and their families, friends and carers to access autism-friendly support providers and wider services. 26. Meet the needs of older autistic people in Camden’s housing, criminal justice, social care and health services recognising that many will not have a diagnosis. 	<p>All-age</p> <ul style="list-style-type: none"> • Ensure our buildings are autism-friendly – including our Libraries, Family Hubs and Youth Hubs. • Create guidance on sensory needs for Council buildings, and guidance on preparation notes for council staff. • Provide sensory packs in our Libraries and Family Hubs. <p>Starting Well</p> <ul style="list-style-type: none"> • Provide volunteering and paid internships for autistic residents across partners through Camden’s Youth Mission. • Share our learning and training with partners across Camden so we can collaborate on inclusive and adapted settings and activities. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Continue the grant for the Autism Hub and Camden Disability Action – to enable them to amplify the voices and experiences of disabled and autistic people and offer peer support. • Invest in our Disability Job Hub and supported internships for autistic residents.

Theme 4: Flexible and integrated care & support

Autistic residents and their parents and carers have flexible support, their own way.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Starting Well</p> <p>27. Develop a clear offer of support to meet a range of needs common to autistic children and young people, including for those waiting for assessment, self-identifying and post-diagnosis.</p> <p>28. Work together with partners across education, health, social care and universal services to provide coordinated support and take into consideration a child’s wider interests and personal goals when planning support.</p> <p>29. Develop accessible universal services with good knowledge of wider offers available beyond their own, which are able to direct people to more specialist support where this is needed.</p> <p>30. Upskill staff across children’s services to identify the needs of autistic children and young people to ensure their plans reflect the support they need.</p> <p>Living and Ageing Well</p> <p>31. Provide integrated care and support for autistic adults that enables them to live and age as they want to, and recognises their individual strengths and needs.</p> <p>32. Ensure services are accessible and have good knowledge of wider offers available beyond their own, and are able to direct people to more specialist support where this is needed.</p> <p>33. Promote collaborative working between autistic adults, social care, health, housing and other community services to implement autism- and trauma-informed Team Around Me approaches.</p>	<p>All-age</p> <ul style="list-style-type: none"> • Work with health services to learn more about the needs of autistic people on the Dynamic Support Register, who are at risk of or admitted to a psychiatric hospital to improve early intervention and identify unmet need. <p>Starting Well</p> <ul style="list-style-type: none"> • Review access to high-quality youth clubs, programmes and activities for autistic children. • Review gaps in Preparing for Adulthood support offer for autistic children and young people without a learning disability. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Build on existing partnerships within Adult Social Care in-house services and commissioned services, to have focused project work on autism-informed walk-throughs, family group conferences, Team Around Me, drug and alcohol and criminal justice partnerships, and exploring MDT approaches.

Theme 5: When things need to change

Autistic residents can access proactive, early and streamlined support, and stay in control during transition periods, to prevent crisis escalation.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Starting Well</p> <p>34. Learn from the experiences of autistic children, young people and their families to build services' understanding of the stages in an autistic child's life where additional support may be needed and identify resources to support in navigating these times.</p> <p>35. Analyse our crisis interventions to understand what is working or not and identify good practice, gaps and co-creating preventative solutions.</p> <p>36. Support autistic young people to develop independence and life skills and creating safe spaces to practise these.</p> <p>Living and Ageing Well</p> <p>37. Develop a clear preparation for adulthood pathway from children's to adults' services for autistic young people. This will include clear and transparent information and advice and, as far as possible, advance planning and preparation for changes.</p> <p>38. Improve access to autism-informed statutory and non-statutory advocacy, particularly during periods of change and transition.</p> <p>39. Ensure autistic people will have consistent and reliable support that is streamlined between different services (for example, mental health and social care teams).</p> <p>40. When autistic adults experience challenge, transition, or crisis, promote collaborative working between autistic adults, social care, health, housing and other community services to implement autism- and trauma-informed Team Around Me approaches.</p> <p>41. Foreground the rights, wishes and best interests of autistic people throughout adulthood and older age, especially during big changes, such as needing to move to a new home or requiring autism-informed care and support to maintain their independence.</p>	<p>Starting Well</p> <ul style="list-style-type: none"> • Improve multi-agency support for autistic young people transitioning into adulthood. through Camden's multi-agency Transitional Safeguarding Forum. • Provide early information and support for children transitioning through stages of education, including running information sessions for parents and carers a year in advance of moving into and out of primary and secondary schools and completing annual reviews of EHCPs by the end of the autumn term before moving. • Embed learning from Care Education Treatment Reviews (CETR) to prevent crisis escalation. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Work with neighbourhood teams in Adult Social Care, and commissioned services, to promote the National Autistic Taskforce's Independent Guide to Quality Care for Autistic People. • Build on the existing partnership between the Autism Hub and the commissioned Advocacy Service to deliver self-advocacy training for autistic adults.

Theme 6: Workforce

Autistic residents are supported by professionals who have awareness of autism-informed practice, trauma, reasonable adjustments, mental and physical health.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Start Well, Live Well and Age Well</p> <p>42. Ensure all Camden staff, including leaders, non-specialist staff and frontline practitioners have awareness of:</p> <ul style="list-style-type: none"> • Autism-informed practice • Trauma-informed practice • Reasonable adjustments <p>43. Ensure there are spaces for staff to explore how to apply these approaches in their work, share good practice, and promote ongoing learning.</p> <p>44. Ensure that there is good support for neurodivergent staff, and partner with local organisations to encourage adoption of this support in their services.</p>	<p>All-age</p> <ul style="list-style-type: none"> • Publicise and monitor uptake of training across the council – 60% of council staff to undertake Oliver McGowan training. • Hold reflective practice events for staff to embed practical application of autism training or delve deeper into elements identified in the strategy appendix, and to develop Autism Champions, promoting a consistent autism-informed culture. • Create opportunities for neurodivergent staff to help us develop and facilitate webinars and learning events based around the topics and terms in the strategy appendix. <p>Starting Well</p> <ul style="list-style-type: none"> • Review our children’s autism learning offer in comparison to some of the latest sector training. • Create a network of Autism champions across children’s services to promote an autism-informed culture and embed good practice. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Ensure Adult Social Care staff and staff at Care Quality Commission (CQC)-registered commissioned providers have completed Oliver McGowan training on autism. • Improve awareness of autism for housing staff and include autism in the induction offer for housing staff. • Build on existing training and reflective spaces for Adult Social Care staff and commissioned providers to develop Autism Champions, promoting a consistent autism-informed culture.

Theme 7: Access, inclusion and equity across diverse identities

All autistic residents can celebrate their diverse identities, and experience reduced barriers to accessing support.

What we commit to do over the 5-year period of this strategy (strategy commitments). We will:	Actions in the first 12 months (September 2025 onwards)
<p>Start Well, Live Well and Age Well</p> <p>45. Improve our data and recording to better understand if autistic residents from all backgrounds are having their needs met and work to adjust services accordingly.</p> <p>46. Across the Council and our partners, we will tackle the structural inequalities, ableism and discrimination faced by autistic people, their families, friends, carers, and networks.</p>	<p>All-age</p> <ul style="list-style-type: none"> • Ensure when other strategies, plans, initiatives and test and learn pilots are developed that the autism co-production key messages are shared, and lived experience voices are included where possible. • Partner with Gender Identity Research & Education Society (GIREs) and other projects and research initiatives to develop our practice in relation to sexuality, gender-identity and intimate lives as they relate to autistic people. <p>Living and Ageing Well</p> <ul style="list-style-type: none"> • Partner with Supporting Autistic Adults' Intimate Lives (SAAIL) and other projects and research initiatives to develop our practice in relation to sexuality, gender-identity and intimate lives as they relate to autistic people. • Support autistic-/neurodivergent-/Disabled-led voluntary and community sector services to create a range of peer-led safe spaces, including LGBTQ+ and Race Equality peer-led spaces for autistic adults.



Camden All-Age Autism Strategy Implementation plan