

Enfield's Strategy for Autistic Children, Young People & Adults

2025 - 2030



www.enfield.gov.uk

In partnership with

North Central London
Integrated Care System



ENFIELD
Council



Document Control

Scope	This all age strategy sets out an overarching vision and priorities to improve the lives of autistic people and their families and carers in Enfield.
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Foreword

We are committed to improve the lives of autistic people and their families and carers in Enfield.

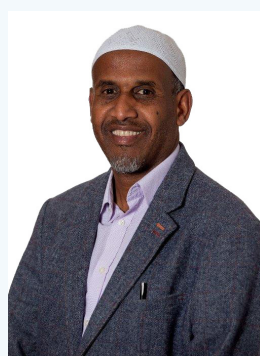
Autistic people have neurological differences which affect how they perceive, communicate and interact with the world around them. These differences are life-long and bring about unique strengths as well as needs. Autism is not an illness or disease to be cured and whilst autistic people may share key characteristics, the autistic community is diverse, and every person is an individual with their own differing set of needs and strengths. Autistic people are valued members of our communities, and this strategy prioritises raising awareness and an understanding of autism so we can be more supportive and accepting of differences, protective of vulnerable members of our community and together, make Enfield an autism friendly borough for over 3,300 autistic residents.

Autism is different for everyone and we need to adapt our services to support a range of needs. Some autistic people need little or no additional support whilst others need more support with a small percentage requiring 24-hour care at home or in a residential setting. The type and intensity of support may also change as individuals go through their lives and face differing challenges increasing the chances of loneliness, social isolation, and anxiety. Although autism is not a learning difficulty/disability, around 2 in 5 autistic people also have a learning difficulty or disability¹ and might have additional medical and/or mental health needs which may require a lot of additional support in their daily lives. Autistic differences are not always visible and some autistic people mask differences to try to fit in.

Autism can come with challenges, as processing information differently can make it difficult to understand situations and expectations. However, some autistic people report there are many positive things about the way they think which enables: attention to detail, methodological approach, ability to absorb and retain facts, determination, creativity, novel approaches, and integrity. It is important we listen to and learn from those with lived experiences and make sure we

identify and remove any barriers preventing access to education, employment, health and social services and making contributions to our society.

This all age strategy sets out how we will work, as a partnership, to help make this become a reality, and improve the lives of autistic people and their families and carers in Enfield.



Cllr Abdul Abdullahi
Cabinet Member for Children's Services



Cllr Alev Cazimoglu
Cabinet Member for Health and Social Care

¹ <https://www.autistica.org.uk/what-is-autism/learning-disability-and-autism>

Introduction

Autistic people have neurological differences resulting in different ways of experiencing the world. We recognise this as a type of neurodiversity and that this difference is not a disease or due to brain damage.

Autistic people experience the world differently to the majority of people in the following three areas:

- communication and social interaction
- flexibility, information processing and understanding
- sensory processing and integration².

Autistic people learn new skills, make progress and thrive. As with every community, success is more noticeable if everyone takes time to understand each other and to support individual strengths and interests. Many autistic people try to fit in by masking their differences to try and reduce the risk of bullying and stigmatisation. Masking can be an exhausting activity and have a long-term impact on their mental health. Others express their challenges and distress through behaviours which may be harmful, dangerous or make them vulnerable to exploitation and/or become involved in criminal activities.

We all contribute to other people's experiences of the world whether it be as professionals, residents, peers, friends, family members or influencers. We hope by raising awareness and understanding of individual strengths as well as challenges and using kindness, patience, and sensitivity we can make it easier for autistic people to be included in our communities, schools, workplaces and lives.

This all age strategy sets out an overarching vision and priorities to improve the lives of autistic people and their families and carers in Enfield. The strategy will be delivered through collaborative working with our partners in education, health, social care and the voluntary sector.

This strategy has been informed by the national Autism Strategy and brought to life through discussion at our multi-agency working (Autism Partnership Group), SEND Partnership Board, Joint Health and Social Care Board (JHSCB), Learning Disability Partnership Board and colleagues and the Council staff Disability Working Group. It has also benefitted from working with the staff and members of the Enfield One to One and Enfield National Autistic Society and feedback gained through the public consultation and associated engagement opportunities.



² <https://www.autismeducationtrust.org.uk/about/what-is-autism>

Language

There have been many terms used in conjunction with autism. Throughout this strategy we use 'autistic person/people/child/learner' due to the growing preference for identity-first language, but it's important that individual autistic people are asked about their preferences and use the language that feels most comfortable to them. We also use the terms autism and neurodiversity in recognition this it is not a disease or illness. It cannot be caught; it is not progressive, and it does not need 'fixing'.

The term 'Autism Spectrum' is often used to express the range of traits experienced by autistic people. It has been used with the terms high or low functioning, having Asperger's Syndrome or Level 1, 2 or 3 to explain their needs. However, this linear approach can be misleading as autism is more complex than placing the person somewhere on a sliding scale to demonstrate if they are more or less autistic. It does not consider the environmental, health, experience, and emotional impact of differing situations, the ability to develop or how well individuals mask/hide their traits. For this reason, many autistic people prefer using a [spectrum/autism](#) wheel or pie chart model which helps us see areas of strength and where extra support is need. This individualised approach focuses on the whole person and enables others to take time to get to know them rather than making assumptions or setting limiting expectations.

Regulatory context

The Autism Act 2009 is currently only one of two condition-specific pieces of legislation in England. The other is the Down Syndrome Act 2022. The Autism Act places a duty on the Secretary of State for Health and Social Care to publish a strategy (and associated statutory guidance) for meeting the needs of autistic adults in England. Since the act was passed, the government has published one guidance document and three autism strategies. The latest strategy, [National Strategy for Autistic Children, Young People and Adults 2021-2026](#), has extended the age remit to include autistic people of all ages. Funding to deliver the strategy is included in the NHS Long Term Plan (2019) and the strategy is also supported by the [National Disability Strategy](#) (2021), Health and Care Act 2022. [People at the Heart of Care: adult](#)

[social care reform white paper](#), [Transforming Support: The Health and Disability White Paper](#), [Building the Right Support Action Plan](#) and the [Right to Be Heard report](#). This strategy details how we must work with our health and voluntary sector partners to realise and deliver the national strategy in Enfield.

At the time of writing this strategy, there are a number of reforms and work programmes underway that will positively influence autistic people and their families in the future. This includes the current work concerning drafting the Mental Health Bill (the 2023 Joint Committee published a report of recommendations in January 2023). All future work will further support the national vision to improve the lives of autistic people and their families and carers in England and be considered as part of our regular strategy reviews and annual action planning.

The local picture

It is currently estimated that approximately 1% of the total population are diagnosed autistic and it is thought there are roughly 700,000 autistic people in the UK (more than 1 in 100). However, recent research by UCL estimates that there may be 750,000 undiagnosed autistic people aged 20 and above, bringing the total to over 1.2 million people. Providing statistics on autism is not a straightforward process. Our colleagues in the NHS provide diagnosis numbers but these figures are subject to diagnosis waiting times. For example, in June 2023, there were 143,119 people with an open referral for suspected autism³. We must also remember that not everyone wants or will receive a diagnosis and there is disparity across regions and what populations are measured (numbers for England and the UK). For this reason, we use these indications in conjunction with local data such as Educational Health Care Plans (EHCPs), service usage and partnership insight to help us plan and/or commission services. At present we are aware of over 1,625 autistic residents accessing our council services. This does not include residents receiving support elsewhere or living independently.

3 <https://digital.nhs.uk/data-and-information/publications/statistical/autism-statistics/july-2022-to-june-2023>

Children and Young People

As of January 2024, we currently have 4,741 Education and Health Care Plans (EHCPs) in Enfield. Following an assessment, EHCPs are given to children/young people with special educational needs that can not be met through SEN support. Autism is listed as the primary category of need in 25.8% of the 4,471 EHCPs. This is below the national figure of 32.2%. Let's find out more about this group:



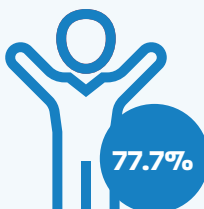
Of the 25.9% of autistic EHCP holders

9.7% are under 5

9.8% are in primary school (year 1-6)

30% are in secondary school (year 7-11)

20.4% are in Year 12 (aged 16) or above



77.7% are male
(in-line with local
and regional
figures)



There is a higher proportion
of autistic **Black African**
pupils (24.9%) with an EHCP
than across London (16.8%).
Other groups include 21.2% –
any other white background
and 15.8% – White British

45%

45% are eligible
for school meals.
(London is 42.1%
and England is
38.3%)



Nationally, up to a third of
autistic people are non-
speakers: having few to no
spoken words.



Enfield now has 5 **Specialist Resource Provisions**
(SRPs) supporting 68 autistic young people
with complex needs to promote inclusion in the
educational settings. We have plans to open more in
addition to 2 autism specialist schools.



The most common type of
need identified in National
SEND appeals is **Autism**,
accounting for 50% (5,500) of
all SEND appeals in 2023⁴.

Adults

In 2023, it was estimated that there were 2,840 autistic adults (aged 18+) in Enfield (PANSI⁵, POPPI⁶ data). Not all autistic adults will need additional support to live independent lives. However, for those who do:



As at the end of March 2024 the
Council was in contact with **642**
autistic adults, of which **515** are in
receipt of services.⁷



Of this total, **90%** of adults in
receipt of services were aged 64
or below. The age category with
the highest demand was 25-34
year olds (26%).



Enfield One-to-One
43 people who accessed the
Enfield Autism Hub
23 autistic people became members
(One-to-One Enfield is commissioned
by Adult Social Care, Enfield Council).

⁴ [Special educational needs and disability: an analysis and summary of data sources](https://www.pansi.org.uk/)

⁵ <https://www.pansi.org.uk/>

⁶ <https://www.poppi.org.uk/>

⁷ The types of services accessed include, but are not limited to; Direct payments, supported tenancies, day-care, residential support, homecare, transport, and equipment.

Our vision, principles and priorities

Our vision is to improve the lives of autistic people and their families and carers in Enfield.

Our principles

In all our work with autistic people in the borough, we will apply the following five principles:

- Ensure children, young people, adults, and families are valued and respected and are involved in decision making about themselves, their future and their borough
- Empower and enable all children, young people, adults, and families to be as independent as they can be.
- Deliver accessible joined up services and share good practice to increase the quality of provision.
- Make sure that Enfield is a positive place for autistic people to learn and thrive through making reasonable adjustments to the environment across our settings, services and programmes.
- Identify needs early and provide the right support, in the right place, at the right time to avoid future crises.

Our priorities

We will achieve our vision by delivering on the following priorities:

- Celebrate autistic people
- Provide needs-based support
- Enable fair access to education
- Support more autistic people into employment
- Recognise and combat isolation and loneliness
- Provide inclusive mental health and wellbeing support
- Improve support within the criminal and youth justice system

What have our residents told us

"My goals for the future are raising awareness for autism. To achieve this we need to help people to learn about [autism]. I would also like to become an actress."

George Spicer Primary School,
Empowering Young Enfield 2021

"As parents, we know our children's needs. We need to be listened to and to be able to access help early on."

Our Voice Meet the SEND Heads Parents Conference, March 2022

"I want options in my life, I might need some help to use them, but I want choices."

Enfield NAS, engagement with adult members, 2021

"I want to be part of the conversation, not the reason for the conversation."

One to One Enfield, Spectrum of Experiences conference, June 2022

Young person's conversation with a Speech and Language Therapist

So, you see autism as a good thing?

"The key-est key points are that it's not a negative, everyone with autism is different and you shouldn't mask cos it's not healthy."

What would you like to teach people about autism?

"Please stop talking about autism like you would an illness, we don't need a cure, we need societal change."

"Loud noises feel like fireworks pinging off her eardrum – sensory pain is the same as actual pain. It is the same for clothes that are too tight or do not feel right."

On behalf of Lola aged 6

Priority 1

Celebrate autistic people

We want everyone to understand the breadth of autism and the value neurodiversity brings to us all.

Everyone has the right to be accepted and valued in our community. Autistic people have their own perspective and unique experiences of the world that can help organisations develop and innovate. The benefits of neurodiversity can be realised in our educational settings, the arts, across the workplace, throughout society and in our individual relationships.

The autistic community is diverse, and presentation differs across sex, race, lifestyle, and ability. Ambitious about Autism describes gender identity and sexual orientation as existing on a spectrum, much like autism itself⁸. At the heart of valuing autistic people is the need to develop a culture where we embrace difference and recognise that every member of society is valuable and has the right to live a purposeful life. To do this we need to become more inclusive both in terms of language, access and opportunity and to make sure everyone's voice is heard, and they feel safe and welcome.

We want to encourage everyone to be curious and actively learn about autism and how to empower and include autistic people and their families in our communities. As a council, it is our responsibility to increase recognition and representation of neurodiversity across our departments, in our strategies, policies and partnerships, and through our employment, procurement and delivery of services. As a partnership, it is important we use our collective resources to champion autism, share good practice and support individuals to thrive, actively contribute to decision making and feel valued for who they are.



⁸ <https://www.ambitiousaboutautism.org.uk/what-we-do/awareness/inclusion/lgbtq>



We will:

- Celebrate our autistic community through awareness days, participation in national campaigns and ongoing engagement working closely with the partnership and the community
- Raise awareness across the Council and with our partners about what it means to be inclusive in the workplace. For example, continuing talks about neurodiversity and autism similar to the one delivered by our Head of EASA in a recent International Women's Day event.
- Encourage understanding and acceptance of the diversity of the autistic community, including the presentation of autism in women and girls, the LGBTQ+ community, in ethnic minority groups and the relationship between autism and other co-occurring conditions (epilepsy, ADHD) and differences (sleeping and eating).
- Seek, value, and learn from autistic people's views and ideas concerning their own care, plans and service development. This includes creating opportunities for contribution through forums, boards, stakeholder events, consultations and event planning.
- Listen to autistic people's experiences about feeling safe in our communities. This can then be used to inform building design (including schools), develop community provisions, delivery of services and improve understanding and acceptance.

Priority 2

Provide needs-based support

We want everyone be able to access the right support, at the right time and within Enfield.

Assessments will be based on current needs and lead to referrals that are responsive and personalised to their identified and changing needs. Access to support or a needs assessment should be available when it is needed and not be dependent on a diagnosis being given.

We want our autistic community to understand their strengths and needs and be supported to have high aspirations, participate and thrive in their local community.

We know autistic people and their families do not always receive the right support at an early enough stage. Early identification of autism is an important first step, to make sure needs are recognised and can be met throughout life. Identification can happen as early as at the age of two; or can be much later in life as people may start to self identify as they approach adolescence and later in life, and may seek assessment. National statistics showing a peak in identification amongst adults aged 50 or above. In some cases, this identification may lead to a diagnosis, but not always. The choice of seeking a diagnosis is a personal one and this must be respected. For those who choose diagnosis, further investments have been identified by our health colleagues (NCL/ICB) to create an Autism/ADHD face-to-face hub and digital assessments for those waiting longest. It is important to note that a diagnosis does not always result in an Education, Health and Care (EHC) or Care Act needs assessment or require additional support.

Under the [Care Act 2014](https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted)⁹, councils have duties to assess people's needs and their eligibility for publicly funded care/support as they transition from childhood and experience adulthood. To make sure everyone gets the support they need, these assessments must be based on current needs and behaviours and carried out by suitably trained staff. This is why we do not require a diagnosis as self identification is valid for an adults Care Act assessment or child/young person's assessment

as part of an EHC needs assessment. This needs-based approach is important to prevent more children, young people and adults from missing educational/employment opportunities, reaching crisis point or being admitted into inpatient mental health services. It may also offer alternatives to residential settings.

Evidence shows that autistic people can experience poorer health outcomes than neurotypical people. Although autism itself does not affect life expectancy, autistic people live approximately 16 years less than the general population¹⁰. This may be due to co-occurring conditions, unhealthy life styles, the signs of illness being overlooked, different interpretation of pain and internal sensations, inability to know who to communicate their experiences to, or not accessing help until they are in crisis. It may also be due to feeling healthcare is inaccessible and the experience too overwhelming. Once help is accessed, the masking of differences can mean it is not always easy for professionals to detect needs and to make the right adjustments. We need to help autistic people and their families identify needs and access help as early as possible and support professionals to provide an inclusive environment and better understand the presenting needs.

As a council, we acknowledge there will always be challenges in having a full data set on the numbers of autistic people. The importance of being person centred and needs led rather than diagnosis driven does mean it is hard to create an accurate picture.

⁹ <https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

¹⁰ <https://www.gov.uk/government/publications/national-strategy-for-autistic-children-young-people-and-adults-2021-to-2026/the-national-strategy-for-autistic-children-young-people-and-adults-2021-to-2026>

However, we will continue to explore opportunities to further build and utilise our data based on the journey residents take as they move through our services, particularly as they go through transitions from early years, primary school, secondary school, post 16 education and adulthood. This will help inform our service delivery, commissioning, and training programmes.

As a partnership, we must make sure our professionals have the right training to understand autism and can develop their practice, so signs of illness or other needs, such as access to friendly and inclusive environments, are not overlooked. We must also work together with autistic people to help them identify pain and when to seek help. Practitioners will make sure health and support options are discussed and agreed together with the individual/family, and if needed, referrals made. We must also help individuals and families to understand the types of support available, including delivery settings, so they can make their own decisions and self-refer for help and support. To prevent disjointed care, we will work together to deliver accessible services across the Council, NHS providers, and other partners. Information captured from referrals and services will help us understand the inequalities autistic people face, such as the causes for the gap in life expectancy, so we can take the right actions to improve people's health outcomes and offer the right services.

We will:

- Develop and manage data capturing the journey autistic people take as they move through our services, to enable us to respond to the changing needs of our diverse community, their lived experiences, and the performance of our local area.
- Support commissioners to access the national training and relevant guidance made available through the national strategy. This will enhance future planning, monitoring and buying of services.



- Coordinate our services for autistic people effectively as part of our local Integrated Care System (ICS), through our plans to improve population health and reduce inequalities between different groups.

- Review and improve autism awareness through internal training made available for all Council staff on iLearn and via EASA to enable staff to adapt existing practice to ensure inclusion for autistic people and their families.

- Monitor our progress on the reduction of waiting times for an autism assessment.

- Ensure that autistic people and their families have access to the right support before, during and after receiving an autism diagnosis.

- Support staff to develop their knowledge and skills in working with autistic children through attendance of local and national training such the Education Trust training (provided by EASA).

- Ensure Education Health and Care Needs Assessment (EHCNA) and Education Health and Care Plans (EHCPs) are completed on time, to a high standard and are aligned with the AET Good Autism Practice principles.

- Maintaining a Dynamic Support Register (DSR) to make sure that as a multiagency team, children and young people are provided with the right early support so they can stay living at home with their families and in school, and that the right interventions are in place for those children at risk.

- Effectively coordinating the Local Area Emergency Protocol, and Care and Education Treatment Reviews (CETRs). These check that children and young people are safe, are getting the right care and they have a good plan for the future through ensuring any problems with their health, safety or care gets sorted out.

Enable fair access to education

We want more autistic people to have the opportunity to attend and benefit from education.

This must be done in a way that is respectful, with accessible and appropriate opportunities offered to ensure it is a meaningful positive experience with the right activity for the individual. The need to focus on education has been highlighted both locally and in the national strategy and is supported by the earlier priority to celebrate and value neurodiversity.

We want children and young people to get the right school placement, and for 70% of autistic children in England, this is in mainstream schools.¹¹ We also need to make sure we work together to provide the right support with over 64%¹² of autistic pupils EHCPs highlight the need for Speech, Language and Communications as their second need for support. To support this need, we work closely with health partners to provide speech and language therapy that meets the specific needs identified in EHCPs. There is also SEN Support available through the early help work carried out by Enfield Communication Advice Support Service ([ECASS](#)). This uses an evidence-based approach to support children, young people and schools to develop environments and practices to make sure communication becomes everybody's business.

The right environment is also paramount. Government figures¹³ show that autistic children and young people are twice as likely to be suspended or excluded from school. To make sure we deliver the SEND pledge of right support, right place, right time, we need to work in a co-ordinated way with our schools and colleges to better understand the underlying factors and unmet needs that are associated with the behaviours that lead to suspension/exclusion.

We must work harder to offer a safe and inclusive environment, that meet both their educational and emotional needs of their pupils. Enfield services and schools are using complimentary good practice frameworks that can provide a shared language and

structure for understanding and meeting needs at an individual and whole school level. We also need to support and empower families within the school and the wider community and will continue to encourage all our local schools to achieve this. We want all our pupils to have their needs met through local delivery and to be able to benefit from local community support.

By strengthening and expanding the Enfield Advisory Service for Autism ([EASA](#)), we have committed to empowering the education workforce and parents to work together, share understanding and create opportunities to enhance the education, wellbeing and success of all autistic children and young people. EASA is currently working with 74 of our 97 schools¹⁴ and is the London Regional Partner and Training Hub of the Autism Education Trust (AET)¹⁵. It also ensures practitioners understand the parity between AET and our trauma informed framework ([Attachment Regulation Competency](#)). In addition, two of our schools are taking part in the London Autism in Schools Pilot Project (Autism Education Trust) with activities including sensory walks to identify and address overwhelming school environments.

Differences in perceiving sensory information, understanding lessons and the energy needed to navigate the school social environment can result in overload and severe anxiety. This puts autistic pupils at greater risk of Emotionally Based School Non-Attendance (EBSNA). Simply put, although pupils may want to attend school, they find it difficult to attend due to the current set-up and the demands attendance places upon them. Early identification and intervention are key to supporting our young autistic pupils and we work together to identify and meet their needs resulting in a return to education. This could include interim part time timetables, identifying appropriate quiet space, additional support and adopting evidence based whole school approaches.

¹¹ <https://www.autism.org.uk/what-we-do/news/school-report-2021>

¹² SEND JSNA data – 2023

¹³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1082518/Special_educational_needs_publication_June_2022.pdf

¹⁴ <https://governance.enfield.gov.uk/documents/s91594/4c%20EASA%20Annual%20Report%20Feb%2021%20to%20Jan%2022%20RW.pdf>

¹⁵ The Autism Education Trust (AET) is a not for profit programme led by two national autism charities – the National Autistic Society (NAS) and Ambitious about Autism (AaA)

Other students thrive in education and may want to continue their studies at university (2.4 per cent of all UK university students have an autism diagnosis¹⁶). The transition to university starts in advance of exam results with our schools and colleges providing information as to what to expect and the universities offering open days. However, we know that autistic people are nearly ten times more likely than their peers to leave university¹⁷, so getting the right support and funding is vital. At present, most autistic people would qualify for the [Disabled Students Allowance](#) and this can be used for specialist equipment, non-medical support, travel and disability-related study support.

As a council, we are also providing support to educate our children and young people locally and, where possible, within mainstream settings. To support this, we are using local data to plan for the right number of places, which includes increasing the number of [Special Resourced Provisions](#) (SRPs), and [designated units](#) in mainstream schools. We are also in discussion with our local colleges to encourage more inclusive education and to secure places on requested courses. For those needing additional support, an [Education, Health and Care Plan \(EHCP\)](#) is a legal document, which sets out how a child or young person's needs will be supported through education, health and social care services. We are committed to continuing to improve the time it takes us to complete needs assessments and EHCPs. We are also working hard to make sure EHCPs are of a consistently high standard and that our workforce across the partnership have the skills they need to confidently develop plans, which include high quality professional advice. Not all children and young people with autism will have or need an EHCP. For some, the need for extra or different support may already be met by the school or through SEN Support.

We will:

- Work together to educate all our children and young people locally where this is what they want and, where possible, within mainstream settings.
- Listen and respond to autistic children and young people's opinions and ideas when making any decision which impacts on their lives.

- Work together with our educational settings and partners to provide a positive, pro-active approach to high quality provision and support for autistic children and young people through the work of EASA and the implementation of the AET's 8 Principles of Good Autism Practice.

- Work with early years settings, schools, colleges and our partners to implement and embed trauma-informed practice in their day-to-day work. We are delivering this through our Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) initiative, which is helping our workforce to understand the importance of having the capacity to observe and make sense of the emotional needs underlying children's behaviours and to respond appropriately.

- Have oversight and explore the use of part-time/reduced timetables to ensure they are beneficial to the child, only used in exceptional circumstances and in place for a short time.

- Work with education settings and partners to develop a borough wide approach to support emotionally based school non-attendance.

- Encourage all educational settings to sign up to the Enfield Inclusion Charter, ensuring more appropriate educational choice for pupils and enabling an environment that promotes peer support and embraces individual differences.

- Ensure there are fair and inclusive travel assistance options for children and young people getting to and from school or college, so that young autistic people can be as independent as they can be, as early as possible.

¹⁶ <https://link.springer.com/content/pdf/10.1007/s10803-018-3741-4.pdf>

¹⁷ <https://link.springer.com/content/pdf/10.1007/s10803-018-3741-4.pdf>

Priority 4

Support more autistic people into employment

We know that for more autistic people to secure employment and thrive, they need their workplace to be accessible and inclusive.

We want autistic people to get the adaptations or extra support they need to access meaningful activities, including volunteering, or where possible, sustainable paid employment. This enables people to contribute to society, feel valuable and live a purposeful life. Higher quality employment, characterised by fair pay, security, good working conditions, a good work-life balance, and opportunities to progress, is important for good health and wellbeing.¹⁸

Evidence shows that there is currently a significant employment gap for autistic people. The 2024 Buckland Review of Employment reviewed gained views from autistic people, employers, employer organisations, and specialist support groups across the UK. It is aligned to support the delivery of the national autism strategy to significantly improve the autism employment rate over the next 5 years. The resulting report¹⁹, identified that; “Despite their wish to work, the latest official statistics show that only around 3 in 10 working age autistic people are in employment, compared with around 5 in 10 for all disabled people and 8 in 10 for non-disabled people.” It also found autistic employees were likely to be paid a third less than non-disabled employees. Autistic graduates were twice as likely to be unemployed after 15 months than non-autistic graduates with 36% finding full time employment during this time period. It also said autistic graduates are most likely to be overqualified for the job. It should be noted that these figures are based upon ‘known’ autistic employees. It is thought that only around 35% of autistic employees are fully open about being autistic²⁰.

The government recognises the need to support autistic people to gain meaningful employment

and offers support through the Access to Work scheme, and more intense support through [Intensive Personalised Employment Support Programme \(IPES\)](#) for autistic people who qualify. This support is available through Job Centre Plus.

We recognise the importance of working in partnership with course organisers in further education and higher education settings to ensure that Enfield Council offers successful placements for professional groups with students who may have statements of reasonable adjustments. For example Educational Psychology Doctoral course.

We have an important role to play as an employer, commissioner and service provider to improve opportunities for autistic adults in the workplace and to widen the pool of people we can attract to work for the Council. We are also in a position to raise local employer awareness, share good practice and encourage other employers to be more confident in hiring and supporting autistic people.



¹⁸ <https://www.health.org.uk/infographic/how-is-work-good-for-our-health>

¹⁹ <https://www.gov.uk/government/publications/the-buckland-review-of-autism-employment-report-and-recommendations>

²⁰ <https://journals.sagepub.com/doi/10.1177/1362361320981319#>

We will:

- Ensure transitions from education to employment are informed by discussions and the wishes of the individual are supported by preparing for adulthood, advanced planning and the right support for individuals and carers/parents.
- Strengthen and promote pathways to employment, such as Supported Internships, traineeships, apprenticeships, and the government's national autism strategy commitment to develop Supported Employment Forums.
- Offer flexibility and make reasonable adjustments to the council job recruitment process and working practice to attract and encourage autistic people to apply for appropriate posts or access employment via the existing Supported Internship agreement with West Lea School.
- Promote employment support programmes, including Access to Work and Intensive Personalised Employment Support Programme (IPES) to autistic people who are at least a year away from work.
- Implement a new policy to support the employment of adult social care clients at the Council.
- Raise awareness of the free employment Profiling Assessment Service available for autistic people through a Job Centre referral. These assessments are carried out by [Autism Centre for Research on Employment \(ACRE\)](#) and identify career preferences/job roles and provide a support plan including recommended adjustments for the workplace.
- Influence partners and local businesses to achieve disability supportive employment quality marks such as the [Disability Confident](#) scheme through partnership working.
- Support local employers to understand the scope for reasonable adjustments to enable more employment opportunities.
- Promote the Autistica Neurodiversity Employers Index, which will enable organisations to measure themselves against best practice, highlight areas of strength and areas for improvement and include an annual awards programme.



Recognise and combat isolation and loneliness

We want autistic people to have the opportunity to access meaningful activities, form and maintain relationships and be able to engage in and with the community around them.

There is limited research²¹ and understanding into the impact life transitions such as becoming a parent, losing a partner or loved one, retiring or accessing care/nursing homes have on autistic people. However, we know these events can result in isolation and lonely times²² and opportunities to engage reduce as we age and are noticeably less when leaving education (Anderson et al., 2018²³). Loneliness is wanting human contact but being unable to achieve it. It is not the same as 'being alone' or choosing to be alone to immerse in hobbies or complete accomplishments which can help regulate anxiety levels and provide recovery time.²⁴

Research²⁵ undertaken by the National Autistic Society's Left Stranded report gives us some insight as to how the pandemic exacerbated many of the inequalities autistic people already faced, such as loneliness. The report found that compared to the general public, autistic people were seven times more likely to be chronically lonely during June and July 2020. Given the detrimental impact of isolation and loneliness on our bodies and thoughts, it is paramount that we encourage and enable inclusion for all autistic people.

Who we live with and where we live has a direct impact on loneliness and levels of social isolation. Living alone or moving to a new area or to a new home can make it even more difficult to engage in new social opportunities. Once opportunities are identified, access to new venues at new times can be confusing and increase anxiety resulting in a few attempts before feeling comfortable and settled enough to engage. Barriers such as accessing transport, using new public transport routes or traveling during busy periods can also cause additional distress. For this reason, understanding and flexibility from the event hosts or service provider is paramount. This consideration should also be extended to health and education services. Living with parents (2021 ONS data suggests this applies to 76% of the autistic community), may prevent loneliness but if individuals do not engage with non-family members they are at risk of social isolation.



²¹ <https://www.autism.org.uk/advice-and-guidance/professional-practice/ageing-loneliness>

²² Hickey et al 2017 – <https://journals.sagepub.com/doi/10.1177/1362361316680914>

²³ <https://journals.sagepub.com/doi/full/10.1177/1362361322107721>

²⁴ <https://www.autism.org.uk/advice-and-guidance/professional-practice/ageing-loneliness>

²⁵ <https://s4.chorus-mk.thirdlight.com/file/1573224908/63117952292/width=-1/height=-1/format=-1/fit=scale/t=444295/e=never/k=da5c189a/LeftStranded%20Report.pdf>

The ability to make and maintain relations can be challenging as autistic people have specific social skills that differ from the majority²⁶. Research estimates that 40% of adults with autism do not experience meaningful two way friendships²⁷ so it is important for us to provide accessible opportunities for all types of interaction through educational settings, youth and adult activities, clubs and safe access to universal community places such as our libraries and parks.

Housing, its allocation, appropriateness and where it is, all have an impact on isolation and loneliness. The inability to feel safe at home, and to safely leave and return to that home, can directly result in isolation. For autistic residents with additional needs there may also be physical barriers preventing them leaving the home which may also result in isolation. In this instance, the Council may be able to support adaptation costs through a [Disabled Facilities Grant](#). For those who require specialist housing, we are committed to improving and developing specialist housing pathways by working across housing, health and social care services to ensure we tailor housing solutions to resident's needs. New housing delivered through our regeneration and housing development programmes is designed to consider the needs of people who require a range of additional support.

To become more inclusive, we need to understand and ask autistic people about their individual social engagement needs and respect personal space in activities and relationships. A neurotypical 'solution' is both disrespectful and unlikely to be helpful. Feedback from those with lived experiences has shown that in childhood, sharing a toy or conforming to managed activities may not be an option for everyone. Similarly, in adulthood, working in a busy and bright open plan office or engaging in non-subject based conversations can also be difficult to negotiate, resulting in isolation.

As a partnership, we need to adapt the delivery of our services, workplace conditions and reconsider our social expectations and programmed activities accordingly. As a Council, we need to ensure make sure our transport services are accessible and

enable autistic people to use universal transport networks through travel buddies, independent travel training, assistive technology and personal travel budgets.²⁸

We will:

- Engage with autistic children and young people, their parents and carers, and our partners, to further develop the range of play, leisure and social opportunities available in the community.

- Encourage our Youth Centres, Family Hubs and Community Hubs to sign up to and live by the principles of the Enfield Inclusion Charter to enable inclusive and supportive environments for young people.

- Use our partnership work and commissioning opportunities to raise awareness of sensory and communication adaptations which will enable more autistic people to access and enjoy activities and events.

- Enhance existing Council front line workforce iLearn training to recognise signs of loneliness and feel confident to discuss this with the individual and/or their family.

- Increase use of technology to support social connection, reduce isolation and help keep people independent including Smart Living Enfield initiatives.

- Identify autistic friendly activities, courses, training and publications through practice meetings, sharing the results on MyLife, Children's Portal, Local SEND Offer and Simply Connect Enfield.

- Signpost voluntary sector and peer led support through opportunities such as the [Enfield Autism Hub Access](#).

- Be flexible with our provision of services and recognise that autistic people may have different preferences when socialising with others.

²⁶ <https://www.autism.org.uk/advice-and-guidance/professional-practice/double-empathy>

²⁷ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3795788/#R12>

²⁸ Draft ASC Independent Living Strategy – Section 8.5 p21

Priority 6

Provide inclusive mental health and wellbeing support

Through delivery of NHS Lead Provider Collaborative and the Thrive Framework (Wolpert et al, 2019)²⁹, we will offer suitable early help to prevent crisis and avoidable admissions.

Autism is not a mental health problem and autistic people can have good mental health. However, research shows that 70% of autistic people have a mental health condition such as anxiety, depression, obsessive-compulsive disorder (OCD). This can be due to a number of reasons but struggles felt by autistic people to 'fit in'³⁰ with a neurotypical biased society, discrimination, delays in mental health diagnosis and inappropriate support therapy referrals are all contributors.

Higher rates of anxiety and depression in autistic people have been associated with lower life satisfaction, greater social difficulties, loneliness and insomnia³¹. Research shows autistic people are significantly more likely to think about, attempt, and die by suicide than the general population³². Whilst, under 2% of UK population are autistic, up to 15% of people hospitalised after attempting suicide have a diagnosis of autism³³.



To improve autistic people's lives, we must take a preventative approach, make reasonable adjustments to environments through listening to autistic people, recognise all the signs of poor mental health and offer timely appropriate support, which is crucial in preventing escalation of needs.

Changes

Following the Government's white paper on Reforming the Mental Health Act³⁴, the Joint Committee's have made a series of recommendations for the Mental Health Bill to reform the Mental Health Act 1983 and deliver a modern mental health service. These include the proposal that learning disabilities and autism should not be considered a mental disorder for which someone can be detained for treatment under Section 3 of the act. This would mean autistic people would only be admitted if absolutely necessary. The change in the law would ensure fair and appropriate treatment for autistic mental health patients, reducing restrictive interventions and enable choice as to an appropriate environment for treatment that do not cause sensory distress. In September 2023, 93% of under 18s in inpatient mental health hospitals in England are autistic (180 people)³⁵.

Locally this would mean we would have a duty to treat and support autistic people through community services, focusing on therapeutic support and identifying mental health needs as additional to autistic needs.

²⁹ <http://implementingthrive.org/>

³⁰ <https://s2.chorus-mk.thirdlight.com/file/24/asDKIN9as.klK7easFDsaIAzTC/NAS-Good-Practice-Guide-A4.pdf>

³¹ Stark et al (2021). Psychological therapy for autistic adults (1st digital ed.) Authentic Research Collective. Retrieved February 24, 2021 from <https://eliosestark.org/authentic.html> (no longer available online).

³² Hand, B., Benevides, T., and Carretta, H. (2020). Suicidal ideation and self-inflicted injury in medicare enrolled autistic adults with and without co-occurring intellectual disability. Journal of autism and developmental disorders, 50(10), pp3489-3495. – quoted in Good practice guide For professionals delivering talking therapies for autistic adults and children, National Autistic Society

³³ Cassidy, S et al. Autism and autistic traits in those who died by suicide in England. BJPsych; 15 Feb 2022; DOI: 10.1192/bjp.2022.21

³⁴ <https://www.gov.uk/government/consultations/reforming-the-mental-health-act/reforming-the-mental-health-act>

³⁵ <https://www.autism.org.uk/what-we-do/news/number-of-autistic-people-in-mental-health-ho-14>

To support community delivery, the NHS Mental Health Implementation Plan³⁶, lists the provision of new NHS Lead Provider Collaboratives, made up of specialised mental health, learning disability and autism services. The collaboratives have their own budgets and are developed by experts by experience enabling services for children, young people and adults to be integrated, tailored and provided closer to people's home. The collaboratives will reduce the need for hospital admissions and, for those in hospital, provide support when returning back into the community.

For children, young people and their families who need more generic mental health services, local integrated teams of multidisciplinary professionals are available. They use a person centred, and needs led approach called the Thrive Framework³⁷. This approach focuses on 5 different need-based groups and emphasis is placed on the prevention and promotion of mental health and wellbeing across the whole population. There is also research being carried out by Autistica to develop a new assessment tool to help professional identify anxiety and depression in autistic people who speak little or no words³⁸.

As a council, we recognise the vital role our staff have in building relationships with our residents and being in a position to recognise the signs of poor mental health. An example of this, is the role of the school staff and their ability to build relationships with our autistic children and young people and their families. This relationship, and daily contact with pupils enables staff to identify changes in behaviour and work with the individual and their families to refer if help is needed.

As a partnership, we will work together to commission and provide integrated care services, tailored to the need of our residents and delivered through accessible local provision. The NHS Long Term Plan 2019 also commits to “do more to ensure that all people with a learning disability, autism, or both can live happier, healthier, longer lives.”³⁹

We will:

- Support our health and adult social care staff to attend training appropriate to their role. This includes [Core Capabilities Framework for Supporting Autistic People](#) and [Oliver McGowan draft code of practice](#).
- Ensure autistic people are a key group for inclusion and consideration in the development of the Council's Suicide Prevention Strategy and Protocols.
- Prevent avoidable admissions to hospital by providing the right support at the right time through a multi-agency approach, with the autistic person at the centre of their care plan. This will be done through professional's referrals in addition to information collected in the Dynamic Support Register. This support may include short break care opportunities.
- Support autistic children and young people in schools to have good mental wellbeing and, if needed, and access advice and help, aligned with the Thrive Framework, to prevent suspensions and/or permanent exclusions. This may include direct referrals to EASA to access narrative therapy and peer support.
- Provide meaningful support for both the individual and their support network/family to improve wellbeing and future resilience.

³⁶ <https://www.longtermplan.nhs.uk/publication/nhs-mental-health-implementation-plan-2019-20-2023-24/>

³⁷ <https://www.annafreud.org/mental-health-professionals/thrive-framework/>

³⁸ <https://www.autistica.org.uk/our-research/research-projects/anxiety-and-depression-in-autistic-people-who-speak-few-or-no-words>

³⁹ <https://www.longtermplan.nhs.uk/publication/nhs-long-term-plan/>

Improve support within the criminal and youth justice systems

Autistic people may be over-represented as people who come into contact with the criminal and youth justice systems, as victims, witnesses or defendants. We want to make sure autistic people are understood by the police, Youth Justice System and support services, have equal access to care and are given appropriate support through the provision of reasonable adjustments and a trained workforce.

Autistic people can be more vulnerable to manipulation and exploitation through being deliberately targeted, resulting in being taken advantage of, abuse or carrying out criminal behaviour. This can be through online, in person or telephone interaction. We also know that up to 20% of diagnosed autistic people have distress behaviour that may result in damage to property, those around them or themselves.⁴⁰ The reasons for any distress behaviours must always be understood to reduce or remove any triggers. Poor understanding of autism, undiagnosed or misdiagnosis, lack of adjustments to enable engagement in the process and inappropriate settings or restraint result in a confusing and unfair experience of the criminal justice system. We want to improve autistic people's experiences of coming into contact with the criminal and youth justice systems, by ensuring that all staff understand autism and are trained to know how to support autistic people and recognise individuals specific needs.

For victims of crime, the unfamiliar environment of the police station, inability to understand the process and/or answer the questions can result in lack of information to warrant further investigation or later miscarriages of justice. Appropriate adjustments such as planning the interview, liaising with someone who knows the autistic person and considering the use of sketches are all listed as good practice in the [Autism: a guide for police officers and staff](#).

The results of the inquiry report [The Autism Act, 10 Years On](#), carried out research as to people's experiences accessing the justice system, found autistic behaviour was often misunderstood with only

6% of autistic adults and 5% of families feeling that police officers have a good understanding of autism. The settings caused considerable environmental stress, appropriate support was not always made available and reasonable adjustments not always made.

To support young people who have been arrested, the NHS England fund Operation Engage, which places youth workers in the Wood Green Custody to provide support to young people coming to the custody. The project is committed to the Youth justice standards for children 2019 'Child First Approach' and is aligned with Early Help and Multi Agency Safeguarding Hubs (MASH) in Enfield and Haringey. This supports open cross-borough communication, a whole family approach to interventions, identification and delivery of services, and early escalation of significant safeguarding concerns. We are also proud to have been awarded the Quality Lead, Youth Justice SEND Award in 2023. This "recognizes consistently high levels of good practice and strengths in partnership working to help children in the youth justice system who have special educational needs and disability (SEND)"⁴¹.



⁴⁰ <https://www.thinkingautism.org.uk/aggression-in-autism-one-simple-cause/>

⁴¹ <https://aym.org.uk/about-us/youth-justice-send-quality-award/>

As a partnership we will champion autism awareness and extend training invitations to our colleagues in the Metropolitan Police. We will also use our universal services, such as schools and youth provisions, to inform our young people of their rights, tackle exploitation and provide support for those who have or are experiencing crime. We are also exploring ways to help autistic people to indicate that they may need additional support. This could be through the use of a flower lanyard or the Autism Passport approach, as used in some other London Boroughs.

We will:

- Encourage autistic residents to access free online safety training and information. This will be championed through schools, libraries, our website and across our services and those of our partners.
- Invite Youth Justice Officers to take part in our Children and Young People's Autism Partnership Group to share good practice and service development updates.
- Work together to identify reasonable adjustments and adaptations that could be made in criminal and youth justice settings.

- Encourage better access to health and social care services for those in contact with the criminal and youth justice systems, through informing officers of referral pathways to enable support needed when leaving custody.
- Utilise our partnership meetings to share relevant autism information and service updates with our police colleagues.
- Commission Appropriate Adult Service so that autistic people are supported when questioned at a police station when required.
- Develop our early help offer to intervene early to build resilience and divert children and young people away from extra-familial harm (harm that happens within the community or peer group, including sexual and criminal exploitation).



Monitoring progress and measuring outcomes

We have identified a broad range of outcomes and performance indicators to measure progress against this strategy. These are in addition to the measures collected by interdependent strategies. Below are some of the measures that will be used:

Outcome	Indicator	Source
Priority 1 – Celebrate autistic people		
Autistic people say that they are valued, included and supported	Autistic people say that they are valued, included and supported.	• Adult Social Care / One to One • SEN Service • Enfield Advisory Service for Autism (EASA)
	Evaluation of engagement events through feedback.	• Adult Social Care/One to One • SEN Service • EASA
	Evaluation of feedback from individuals provided during engagement and co-production sessions.	• Adult Social Care/One to One • SEN Service • EASA
Priority 2 – Provide needs-based support		
Autistic people can access the right place, right support, at the right time	Number of autistic children and young people receiving SEN Support.	• SEN Service
	Number of autistic children and young people with an EHCP.	• SEN Service
	Percentage of EHCPs produced within the 20-week statutory timeline without exception. (target is 95% or above).	• SEN Service
	Number of autistic people with co-existing conditions accessing Adult Social Care.	• Adult Social Care
	Number of children and young people waiting to start formal autism assessment aged 0-5.	• Integrated Care Board (ICB)
	Number of children and young people waiting to start formal autism assessment aged 5+.	• Integrated Care Board (ICB)

Outcome	Indicator	Source
	Number of people with autism indicators who are referred to for specialist diagnostic assessment, have the diagnostic assessment started within 3 months of their referral.	Integrated Care Board (ICB)
	Number of differing types of support available through the Local Area Partnership	- Educational Psychology Service (EPS) - Enfield Communication Advisory Support Service (ECASS) - EASA - Joint Service for Disabled Children (JSDC)
	Number of service users accessing the differing types of support through the Local Area Partnership.	- Health Services - Voluntary and Community Sector - Adult Social Care - Integrated Care Board (ICB)/ Dynamic Risk Register
	Number of education and LBE professionals to complete training to understand good autism practice in relation to their area of work.	- Education - EASA - Children & Family Services - Adult Social Care

Priority 3 – Enable fair access to education

Autistic children and young people are engaged in education and – where possible – attend and remain in Enfield educational settings	Number of children and young people with autism who have an EHCP who are educated in either mainstream or special school.	SEN Service
	Number of autistic young people that held an EHCP and achieve statutory and higher education outcomes.	SEN Service
	Number of staff in educational settings receiving coaching and mentoring, enabling them to effectively support autistic children and young people.	EASA
	Number of educational settings and services participating in the E-TIPSS Implementation Programme.	EPS

Outcome	Indicator	Source
	Number of autistic children and young people excluded from school.	• Admissions • SEN Service • Strengthening Wellbeing, Emotional health, Relationships and Readiness for Learning (SWERRL) • Secondary Behaviour Support Service (SBSS)
Priority 4 – Support more autistic people into employment		
Young people with SEND access employment opportunities	Number of autistic young people that complete a pre-internship.	• School and Early Years Improvement Service (SEYIS)
	Number of young people that successfully secure employment following a Supported Internship (aged 18-25).	• SEYIS
Enfield Council is a more inclusive workplace for autistic people	Number of council employees that attend autism awareness training (through iLearn) enabling an inclusive working environment.	• iLearn (Enfield Council's Professional Development Portal)
	Number of autistic adults that successfully secure employment supported through EQUALS (for example supported through the Adult Social Care Clients Employment Policy).	• EQUALS
	Thrive to Work integrated to existing VCS partnerships, with employment conversations integrated to their existing offer.	• Adult Social Care
Priority 5 – Recognise and combat isolation and loneliness		
Autistic people are accessing provision and support that helps alleviate their isolation and loneliness	Number of Youth Centres, Family Hubs and Community Hubs signed up to the Enfield Inclusion Charter.	• Youth Development Service • Family Hubs • Community Hubs
	Number of front-line workforce attending the iLearn training to recognise signs of loneliness.	• iLearn
	Number of autistic people benefiting from new commissioning arrangements within Adult Social Care Single Point of Access (SPA).	• Adult Social Care

Outcome	Indicator	Source
Priority 6 – Provide inclusive mental health and wellbeing support		
Autistic people are provided with mental health and wellbeing support, giving them the tools to manage anxiety, depression, and other mental health conditions	Number of staff completing autism awareness training, including the Oliver McGowan training and other learning disability and autism training.	Adult Social Care/ Central London Project
	Number of autistic children and young people accessing social, emotional and mental health support through school and community based therapeutic groups.	- EASA - EPS - SWERRL - Secondary Behaviour Support Service - ICB - North London Mental Health Trust/My Young Mind Enfield - Youth Development Service - Community and Family Hubs
	Number of autistic adults accessing social, emotional and mental health support through community based therapeutic groups.	- ICB - North London Mental Health Trust (Talking Therapies groups)
	Delivery of a suicide awareness and prevention event tailored for neurodiverse people and their carers.	Adult Social Care
Priority 7 – Improve support within the criminal and Youth Justice systems		
Autistic people within the criminal and Youth Justice systems are aware of, and supported to access, the services available to them	Number of rights awareness sessions held by the Youth Development Service.	Youth Development Service
	Number of autistic young people that are supported by the Youth Justice Service.	Youth Justice Service
	Number of instances of recidivism among autistic young people supported by the Youth Justice Service.	Youth Justice Service
	Number of criminal justice professionals accessing autism awareness training sessions.	- EASA - iLEARN
	Staff training, mechanisms/adjustments put in place by Youth Justice Service to work with autistic CYP.	- EASA - iLEARN

Key performance Indicators help us understand how we perform against set targets but this is one part of the picture, and alone cannot provide us with a full understanding of our community's needs and their experiences. Therefore, we will use case studies reviews and audits, the results from questionnaires, service feedback (collected across the partnership) and individual responses to capture a wider view and understanding. This will be done using i-statements

to make sure we hear the speakers feelings and beliefs, not an interpretation of them.

We will also utilise the Youth Council, All About Us, parent forums, adult forums and use information collected via partnership questionnaires collected through our Children and Young People's Autism Partnership Group and Adults Autism Meeting we will also develop new forums and opportunities as committed to in Priority 1.

Governance

The Health and Wellbeing Board is responsible for overseeing delivery, monitoring, and review of this strategy.

This board is a requirement under the Health and Social Care Act 2012 and is attended by key leaders from the NHS, public health and local government. Its purpose is to discuss and collectively improve the health and wellbeing of their local population. To ensure this board can make informed decisions, it will be provided updates and information on delivery of this strategy from the Children and Young People’s SEND Strategy Board and all age Joint Health and Social Care Board.

Children and Young People		Adults
Health and Wellbeing Board		
SEND Partnership Board	Youth Justice Strategic Management Group	Joint Health and Social Care Board
Children and Young People’s Autism Partnership Group		Adults Autism Group

Other local strategies and policies that should be considered alongside this document:

- [National strategy for autistic children, young people and adults: 2021 to 2026](#)
- [Revised Special Educational Needs and Disabilities \(SEND\) Partnership Strategy 2023-2027](#)
- [Supporting Independence: A Local Prevention Strategy 2023-2027](#)
- [Autism Inclusion Guidance for Education Settings \(2023\)](#)
- [Investing in Enfield. Enfield Council Plan 2023-2026](#)
- [Empowering Young Enfield \(Enfield’s Children and Young People’s Plan\) 2021-2025](#)
- [Fairer Enfield. \(Equality, Diversity and Inclusion Policy\) 2021-2025](#)
- [The Enfield Poverty and Inequality Commission report](#)
- [Early Help for All Strategy 2021-2025](#)
- [Looked After Children Plan 2018-2021](#)
- [Tackling Child Neglect Strategy 2022-2025](#)
- [Enfield School Inclusion Charter](#)
- [Enfield’s Safeguarding Adolescents Strategy 2023-2026](#)
- [Enfield’s Joint Local Health and Wellbeing Strategy 2024-2030](#)
- [Enfield Housing Allocations Scheme](#)
- [Enfield Council Tenancy Strategy 2022-2025](#)
- [Housing and Growth Strategy 2020-2030](#)
- [Culture Strategy 2020-2025](#)
- [Sustainable and Ethical Procurement Policy 2022-2026](#)
- [Learning Disability and Autism Programme in the NHS Long Term Plan 2019](#)
- [Core20 PLUSS \(adults\)](#) an approach to reducing healthcare inequalities

