

Supporting People with Autism Policy

Policy Statement

1. This organisation is committed to promoting the rights and interests of people in line with national policies and guidance. It considers that it is always important to challenge the general perceptions of people on the autism spectrum as being “different” from other people and the stereotypes and prejudices that accompany such perceptions.
2. The service’s policies emphasise the rights and needs of every service user with autism to have a life that affords the same opportunities for community living and development as anyone else in society.
3. The service seeks to promote equality, social inclusion, anti-discrimination and antistigma for all of its service users with autism. In line with this it challenges any actions that could result in any service user being unfairly treated, discriminated against or stigmatised on account of their autism.
4. At the same time, it makes sure that all service users are, as adults at risk, fully safeguarded from abuse and exploitation, and takes all the necessary actions to keep people safe if abuse is suspected.
5. The service helps anyone who lacks mental capacity to take all necessary decisions in line with mental capacity/incapacity laws.
6. The service seeks to apply “ordinary living” principles in all aspects of its daily life by providing its service users with opportunities to make choices and generally follow their own preferred lifestyles. Its approach to the assessment of people’s needs and personal development plans follows closely recognised person-centred values, principles and processes that take into account the specific impairments caused by a person’s autism.
7. The service recognises that each person's needs are different and are addressed in relation to their individual aspirations and goals. It encourages and supports people to develop their abilities to look after themselves and move from the service into accommodation that gives them greater independence and freedom.
8. All such aspirations and goals are included in the person’s plan of care, which is developed with their full involvement, together with the means by which the person can achieve their chosen goals. The service undertakes to provide each individual with the support and resources they need to promote their individual development and to achieve their goals.
9. The service addresses behavioural distress in ways that are consistent with its person-centred principles, fully assessing the reasons and developing strategies that are aimed at preventing and reducing it. The aim is always to help the person interact with others and to improve their social skills and development, and enable their full use of public spaces and facilities.
10. The service is committed to developing the services, facilities and resources that are needed by its service users to develop their personal, practical, social, emotional, communication and independent living skills.

11. The service is constantly seeking new ways of enabling service users to meet their personal goals. It encourages them, where they are interested and able, to share their experiences as service users with others, including service providers and professionals and to become involved in user-led consultation and training initiatives.

In these ways the service believes that it is able to achieve high standards of care and support, which are consistent with best practice guidance on person-centred care and support for people with autism.

Staff Supervision and Training

All staff who work with people on the autism spectrum are offered regular supervision to help and support them in their relationships with service users.

The service believes it vital that its staff are able to engage with and establish constructive professional relationships if they are to help service users achieve their personal goals. Ongoing support and regular supervision are important means to enable staff to work effectively with their service users on these issues as key workers and as members of the team.

All new staff employed to work with people with autism receive induction training in line with the respective inductions standards framework and are encouraged to work towards further qualifications relevant to the study of autism and learning disability.

All staff who work with people with autism receive awareness training using recognised knowledge and skills frameworks. Staff employed to support people with autism will receive further training in line with their roles and responsibilities. They are encouraged to incorporate this training in any portfolios of evidence needed to achieve further qualifications.

All staff are expected to be fully committed to the service's philosophy and values on person-centred approaches to people on the autism spectrum.

Signed: Ian Booy (MD)

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