

Borders Autism Strategy: Training Resource v2 2019



Autism is a lifelong, neurodevelopmental condition, which impacts on an individual's social interactions and communications. There is wide variation in how autism impacts people, both between individuals and across an individual's lifetime or between social contexts. This leads to disparity of support needs, from those who need lifelong intensive support from professional services, to those who need little additional support other than at times of profound stress.

Autistic people make up approximately 1 – 1.5% of the population, and it is therefore highly likely that all staff in front-facing roles come into contact with Autistic people at some point in their day-to-day work. Many Autistic people experience barriers to accessing appropriate support – whether in targeted or universal services – due to the lack of understanding of their communication and processing differences. In consultations, the Autism community has consistently highlighted the need for improved knowledge and understanding of the challenges faced by Autistic people. Better knowledge and understanding can have profound positive impact on the quality of life of Autistic people, their families and carers.

“Autism awareness and training: Improving public and professional awareness and understanding of autism” is the number one priority of the Scottish Borders Autism Strategy. “

This training plan is a resource to enable professionals to identify the level of training that would be appropriate to their role, and identify appropriate learning opportunities and further resources.

“Those of us who live and/or work with children and adults with autistic disorders have to try to enter their world, since they cannot find their way into ours. We need to learn to comprehend and empathise with autistic experiences in order to find ways to help each individual cope with a system of social rules that are alien to them” Lorna Wing, 1996

Borders Autism Strategy: Training Resource v2 2019

The Five Knowledge and Skills Levels

The training plan is based on, and reflects, the comprehensive national training framework, “Optimising Outcomes” NHS Education for Scotland (2014). Optimising Outcomes identifies 4 knowledge and skills levels for staff working in Health and Social Care services: Autism Informed, Autism Skilled, Autism Enhanced and Autism Expertise. Skill level reflects 1) the nature, frequency and intensity of involvement with Autistic people associated with the individual’s role, and 2) the complexity of the autistic service users’ need. The Borders Training Plan adds an additional Autism Aware level, suitable for all staff and the general public.

At the Aware and Informed levels, staff would gain a broad understanding of the nature and impact of Autism, which could be applied in any situation. From the Skilled level, staff would gain knowledge and skills more specifically related to their role, in one or more of three key areas: Identification, Screening, Assessment and Diagnosis; Management, Support and Intervention; Autism Across the Lifespan: Transition and Change.

Charts on the following pages will help you to:

Identify your level **pg4**

A generic role descriptor for each level, which outlines the type of involvement with Autistic people that a professional is likely to have.

Examples of staff groups at each level, and a practice example illustrating typical.

Learning opportunities **pg6**

eLearning, online resources and face to face training opportunities, by level.

Further resources **pg8**

Links to online resources, practice guides and other materials to support learning and good practice.

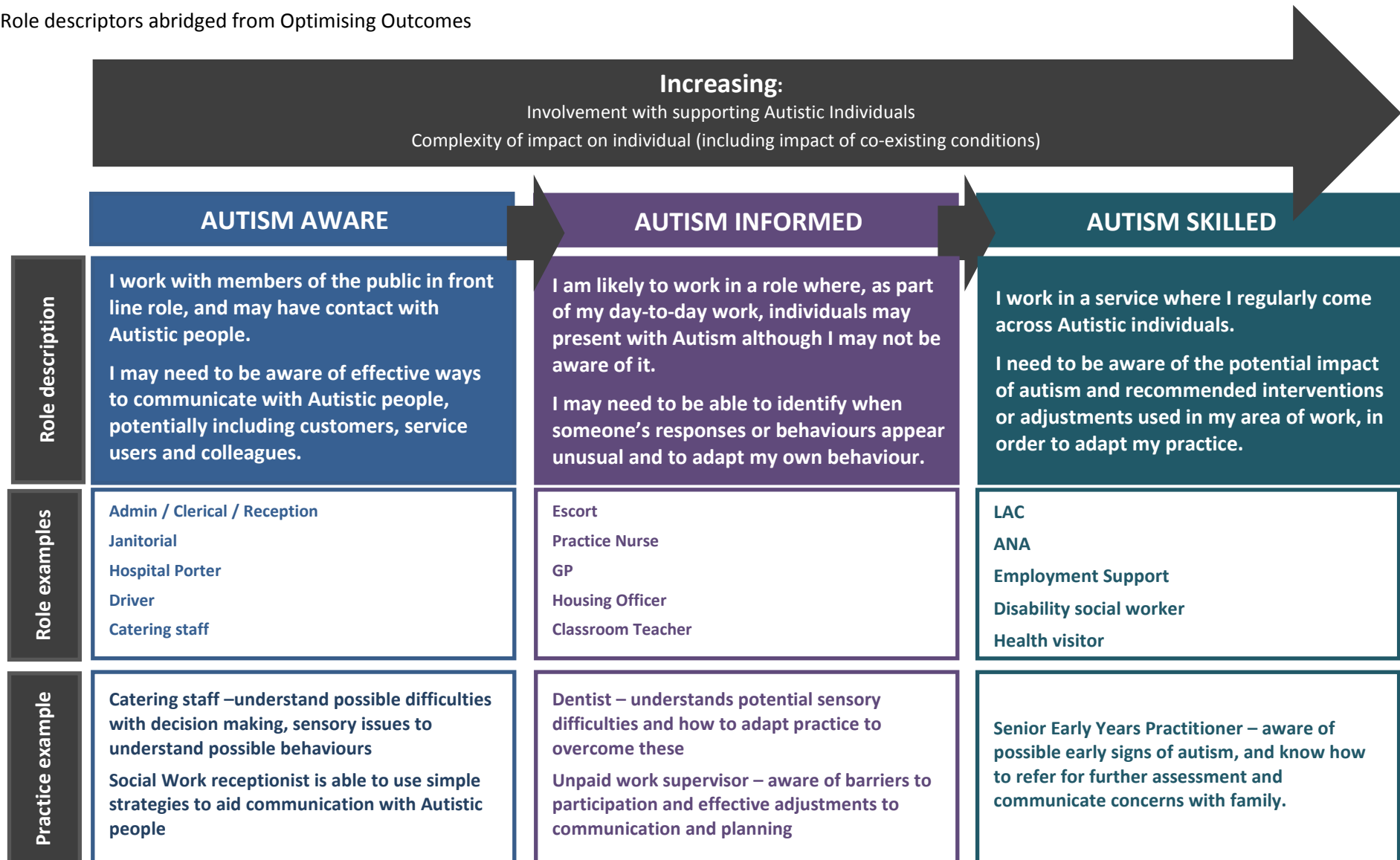
NB: Autism is recognised as a spectrum disorder. Recent thinking is that there is no clear differentiation between Autism, PDD-NOS, Asperger’s Syndrome and/or high-functioning Autism. The terms “Autism” and/or “Autism Spectrum Condition” are used throughout as umbrella terms, and should be read as inclusive of individuals with all these diagnoses.

Borders Autism Strategy: Training Resource v2 2019

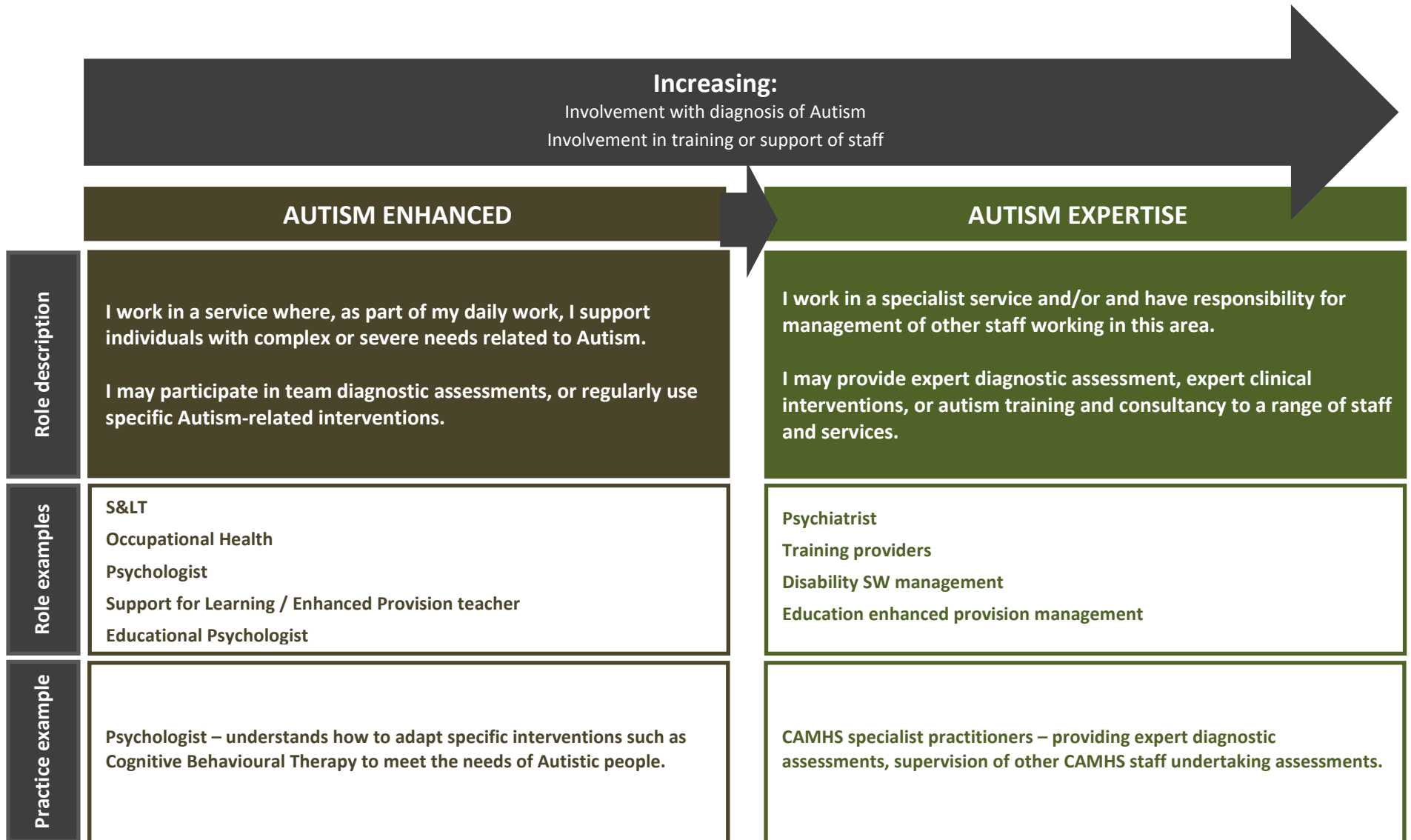
Borders Autism Strategy: Training Resource v2 2019

Identifying your level

Role descriptors abridged from Optimising Outcomes



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Learning Opportunities

	AUTISM AWARE	AUTISM INFORMED
Typical training content	<p>A general understanding of: the characteristics of Autism</p> <p>The potential impact on individuals</p> <p>Basic strategies to support positive communication and inclusion.</p>	<p>More in depth understanding of the characteristics of Autism, and the broad nature of the Autism Spectrum</p> <p>The potential impact on individuals, families and carers, including co-occurring conditions</p> <p>Environmental and communication adjustments</p> <p>Awareness of local diagnostic process</p>
Learning opportunities	<p>Borders Autism Strategy elearning module: Autism Awareness Available via: SBLearn or as Powerpoint on request</p> <p>Dumfries and Galloway elearning module: http://www.knowledge.scot.nhs.uk/scormplayer.aspx?pkgurl=%2fecomscoormplayer%2fautismawareness%2f</p> <p>National Autistic Society elearning modules: Understanding autism; https://www.autism.org.uk/professionals/training-consultancy/online.aspx (cost applies)</p> <p>NES elearning module for Primary Care Practitioners: designed for health professionals working in primary care but contains useful information and strategies that could be adapted for other professional situations. http://www.knowledge.scot.nhs.uk/scormplayer.aspx?pkgurl=/ecomscormplayer/autism/</p>	<p>Borders Autism Strategy elearning modules: Diagnosis; Theories; Social Communication and Interaction; Social Imagination; Sensory Processing and Coexisting Conditions Available via: SBLearn or as Powerpoint on request</p> <p>National Autistic Society elearning modules: Autism and communication; Autism and sensory experience; https://www.autism.org.uk/professionals/training-consultancy/online.aspx (cost applies)</p> <p>Autism initiatives: 1 day training for NHS and SBC staff http://www.number6.org.uk/Training.html</p> <p>Borders Care Learning Network: 1 day training http://www.borderscarevoice.org.uk/bcln-training-programme/</p>

Borders Autism Strategy: Training Resource v2 2019

		AUTISM SKILLED		
		Identification, Screening, Assessment & Diagnosis	Management, Support and Intervention	Through the Lifespan: Transition & Change
Typical training content		National and local guidelines and policies Developmental milestones Screening tools Contribute information to an assessment	National and local guidelines and policies Adapting practice to meet the needs of the individual Ability to utilise recommended Autism specific interventions	National and local guidelines and policies Nature of transitions Common difficulties with day-to-day and lifespan transitions Local protocols regarding major transitions
	Learning opportunities	<p>In-service training:</p> <p>Use of relevant screening tools.</p> <p>Local referral protocols.</p> <p>Autism Awareness Australia: Autism Signs across the lifespan https://www.autismawareness.com.au/could-it-be-autism/autism-signs/</p>	<p>National Autistic Society elearning modules: Autism, distress and anxiety; Autism: supporting families; Autism, sport and physical activity; Autism and the police service; safeguarding children on the Autism spectrum; Women and girls https://www.autism.org.uk/professionals/training-consultancy/online.aspx (cost applies)</p> <p>ARCScotland: Positive approaches to Working with Autism. (1 day course, cost applies) https://arcscotland.org.uk/training/specialist-training-courses/</p> <p>NHS Education Scotland: Transitions and Change animation and elearning module (requires TURAS account*) https://learn.nes.nhs.scot/9948/autism-resources-and-training</p> <p>In-service training: use of relevant intervention and support tools and approaches</p> <p>Service online specific resources. Contain information and advice which can be adapted to other settings, and links to further resources.</p> <p>Autism Toolbox: Resource for Scottish Schools. http://www.autismtoolbox.co.uk/</p> <p>Dept of Education Inclusion Development Programme: Supporting children on the autism spectrum http://www.idponline.org.uk/</p> <p>NHS Education for Scotland: for GPs and Primary Care Practitioners <i>web resource</i> https://asd.nes.scot.nhs.uk/e-module http://www.knowledge.scot.nhs.uk/scormplayer.aspx?pkgurl=%2fecomscomplayer%2fautism%2f</p>	

* to create a TURAS account <https://turasdashboard.nes.nhs.scot/User/PersonalDetails/Create?openIdApplicationId=E8C7CBB9-34FD-4C87-8C6C-7232CF6786D7>

Borders Autism Strategy: Training Resource v2 2019

		AUTISM ENHANCED			AUTISM EXPERTISE		
		Identification, Screening, Assessment & Diagnosis	Management, Support and Intervention	Through the Lifespan: Transition & Change	Identification, Screening, Assessment & Diagnosis	Management, Support and Intervention	Through the Lifespan: Transition & Change
Typical training content		Diagnostic tools Autism and risk assessment Differing presentations of co-existing conditions	Plan and develop service specific Autism interventions Developing person-centred, holistic plans and interventions	Anticipate and respond to issues relating to change and transition Create person centred transition plans	Consulting and supervising assessment and diagnostic processes Differential diagnosis Evidence base for screening, diagnostic and risk assessment tools	Evidence based intervention and support in highly complex cases Specialist risk assessment and management Specialist adapted interventions	Service planning and delivery Management of transition between services Psycho-social interventions across the lifespan Responding to crisis
	Learning opportunities	<p>NHS Education Scotland: Co-morbidity in ASD video resource https://vimeo.com/showcase/4280372</p> <p>In-service and/or accredited training: use of diagnostic tools</p> <p>Lorna Wing Centre for Autism, Kent: https://www.autism.org.uk/professionals/training-consultancy/disco.aspx</p>	<p>Open University: Understanding Autism (24 hours study) https://www.open.edu/openlearn/science-maths-technology/understanding-autism/content-section-overview?active-tab=content-tab</p> <p>University of Kent: Understanding Autism (12 hours) https://www.futurelearn.com/courses/autism</p> <p>Autism Resource Centre, Glasgow: Advanced Autism Training (8 sessions, costs apply) https://www.glasgow.gov.uk/index.aspx?articleid=17216</p> <p>Dept of Education: Advanced learning materials: supporting autistic pupils to access the curriculum http://www.advanced-training.org.uk/module1/M01U16.html</p>	<p>Training at this level would be through specialist professional, clinical and/or postgraduate education.</p> <p>(See Further Resources for Autism Network Scotland list of providers)</p>			

Dependent on capacity, bespoke training and advice relating to specific Autistic individuals may be offered by:
Adults with Autism and Learning Disability: Learning Disability Service 01896 840200
Within Education: Leader Valley Specialist Provision: 01896 848370

For further information, or to request the Borders Autism training Powerpoints, please contact anita.hurding@scotborders.gov.uk

Borders Autism Strategy: Training Resource v2 2019

Further resources:

ASD Info Wales

Contains a range of downloadable materials for professionals and Autistic individuals, their parents and carers. www.asdinfo.wales.co.uk

Autism Network Scotland

Training providers table: <http://www.autismnetworkscotland.org.uk/files/2015/06/Training-provider-table.pdf> (NB: it is unclear how regularly this is updated)

Autism Network Scotland/ARCScotland

Principles of Good Transitions 3, Autism Supplement: <http://www.autismnetworkscotland.org.uk/files/2017/01/Autism-Supplement.pdf>

Autism SelfDirect

Guidelines for Assessing adults with Autism for self-directed support (useful tips for any assessment/practice adaptation)

http://www.autismstrategyscotland.org.uk/index.php?option=com_docman&Itemid=&gid=518&lang=en&task=doc_download

National Institute for Health and Care Excellence (NICE) Guidelines

Autism spectrum disorder in adults: diagnosis and management <https://www.nice.org.uk/guidance/cg142>

Autism spectrum disorder in under 19s: recognition, referral and diagnosis <https://www.nice.org.uk/guidance/cg128>

Autism spectrum disorder in under 19s: support and management <https://www.nice.org.uk/guidance/cg170>

NHS Education for Scotland

National Autism Training Framework. Optimising Outcomes: https://www.knowledge.scot.nhs.uk/media/12392691/sct0117216030-3%20asd%20training%20framework%20cov_final.pdf

Training Plan for ASD. <http://www.knowledge.scot.nhs.uk/media/9595218/asd%20web%20final%20%282%29.pdf>

Key Considerations in Promoting Positive Practice for Autism Spectrum Disorders:

http://www.knowledge.scot.nhs.uk/media/12413447/nesd0565%20autismguide_web.pdf

Borders Autism Strategy: Training Resource v2 2019

Royal College of General Practitioners

Autism Spectrum Disorders Toolkit: <https://www.rcgp.org.uk/clinical-and-research/resources/toolkits/asd-toolkit.aspx>

Powerpoint “Building Autism-friendly communities”: <https://www.rcgp.org.uk/-/media/Files/CIRC/Autism/official-training-for-GP---CB-06052016.ashx?la=en>

Powerpoint “Autism and General Practice: why is diagnosis so important”: <https://www.rcgp.org.uk/-/media/Files/CIRC/Autism/official-training-for-GP---CB-06052016.ashx?la=en>

Scottish Intercollegiate Guidelines Network:

Assessment, Diagnosis and interventions for autism spectrum disorders <https://www.sign.ac.uk/sign-145-assessment,-diagnosis-and-interventions-for-autism-spectrum-disorders.html>

Skills for Care:

How to do a great assessment for someone who has Autism <https://www.skillsforcare.org.uk/Documents/Topics/Autism/How-to-do-a-great-assessment-for-someone-with-autism.pdf>

How to be a great personal assistant for someone with Autism <https://www.skillsforcare.org.uk/Documents/Topics/Autism/How-to-be-a-great-personal-assistant-for-someone-with-autism.pdf>

Transforming Autism

Early Intervention. Video clips from renowned autism specialists and influencers: <https://transformingautism.org/interviews-early/>

University of Oxford and DIPEX: Healthtalk

Resource based on research carried out with people living with Autism, including video and audio clips of interviews with Autistic people, siblings parent carers and grandparents <http://www.healthtalk.org/peoples-experiences/autism> and <http://www.healthtalk.org/search/site/autism>