


Services covered by this policy:	General Pre-school Children's Service The Hamlet at Home Adult Services
Post holder(s) responsible for this policy:	Registered Manager and Senior Manager
Date approved:	17 th June 2021
Approved by:	CEO
Signed:	
To be reviewed:	June 2023

A. Policy statement

Our belief is that everyone at The Hamlet should be happy and safe, is unique and valued, can explore choice and opportunities, is encouraged to unlock their potential, can communicate in their own way and is part of the wider community.

“Autism is a spectrum disorder which means autistic people can have varying support needs. One third of autistic people also have a learning disability. The autism spectrum isn't linear and many people talk about the 'spikey profile.' This means an autistic person could be a leading expert on nuclear physics but unable to remember to brush their teeth or clean their clothes.

Some autistic people will have high support needs, which may mean that they require full time care and support. Some people may need a bit of support with day-to-day activities, while others live fully independent lives.

With the right support in place, all autistic people should be able to live the life they choose.” (National Autistic Society, 2021)

The Hamlet is committed to promoting the rights and interests of people in line with national policies and guidance.

B. Purpose of this policy and why we have it

Autism is a lifelong developmental disability which affects how people communicate and interact with the world.

A large proportion of Hamlet Users have autism, and a number of younger Hamlet Users may start to show signs of autism before achieving a diagnosis.

The Hamlet's policies emphasise the rights and needs of every Hamlet User with autism to have a life that affords the same opportunities for community living and development as anyone else in society.

C. Scope of this policy

- The Hamlet Users – children

- The Hamlet Users – adults
- Parents/carers/home support staff of Hamlet Users
- The Hamlet staff
- The Hamlet Volunteers
- Educational or work placements e.g. Occupational Therapy or Nursing

D. Policy

The Hamlet seeks to promote equality, social inclusion, anti-discrimination and anti-stigma for all of Hamlet Users with autism. In line with this it challenges any actions that could result in any Hamlet User being unfairly treated, discriminated against or stigmatised on account of their autism.

The Hamlet makes sure that all Hamlet Users are, as adults at risk, fully safeguarded from harm or abuse and exploitation, and takes all the necessary actions to keep people safe if abuse is suspected.

The Hamlet helps anyone who lacks mental capacity to take all necessary decisions in line with mental capacity/incapacity laws.

The Hamlet seeks to apply “ordinary living” principles in all aspects of its daily life by providing Hamlet 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 follows closely recognised person-centred values, principles and processes that take into account the specific impairments caused by a person’s autism.

The Hamlet 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 have opportunities that give them greater independence and freedom.

All such aspirations and goals are included in the person’s [support plan / profile](#), which is developed with their involvement as appropriate, together with the means by which the person can achieve their chosen goals. The Hamlet undertakes to provide each individual with the support and resources they need to promote their individual development and to achieve their goals.

The Hamlet 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 to support the person to interact with others, to increase their social skills and development where necessary to enable their full use of public spaces and facilities.

The Hamlet is committed to developing the services, facilities and resources that are needed by Hamlet Users to develop their personal, practical, social, emotional, communication and independent living skills.

Name of policy:	Autism
Date approved:	17 th June 2021

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

In these ways The Hamlet 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.

E. Procedures and monitoring

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

The Hamlet believes it vital that its staff are able to engage with and establish constructive professional relationships if they are to help Hamlet Users achieve their personal goals. Ongoing support and regular supervision are important means to enable staff to work effectively with Hamlet 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 Hamlet's philosophy and values on person-centred approaches to people on the autism spectrum.

F. Regulations (Health and Social Care Act) and other legal references

Autism Act 2009

This policy should be read in conjunction with any other relevant Hamlet policies and accompanying procedures.

Name of policy:	Autism
Date approved:	17 th June 2021