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AUTISM SUPPORT PROJECT – STRATEGIC PLANNING UPDATE

On the 20th September 2022 a GAP analysis was delivered to senior members of the trust leadership. The work undertaken by Staff Nurse Lee Fadden in the role of autism support project was tasked with three objectives, with a primary focus of identifying GAPS within current practice. The GAP analysis explored areas for improvement using 'best practice' with the aim of aligning the trust with other trusts within the Greater Manchester (GM) and nationally.

The project provided a candid and accurate statement to the senior team within the trust that has been able to identify several potential work strands moving forward, this is fundamental to the trust continuing to meet its statutory legal obligations (Equality Act, 2010). In addition to this, His Majesty's Government (HM Government) passed the Health and Care Act 2022 that mandates all health and social care staff complete additional training in Learning Disability and Autism (Oliver McGowan).

The project also took time to explore the trusts commitments through existing strategies such as Beyond Patient Care to Population Health (2017-2022). Although this document is due to be reviewed it commits the trust to aligning its five-year strategic plan to the triple aims of the national Five Year Forward View and the Greater Manchester plan, Taking Charge.

TGH has set out a clear vision to improve health outcomes for the population and influence the wider determinants of health, through collaboration with the people of Tameside and Glossop and our health and care partners. The project is looking at ways in which TGH can improve its knowledge and skill-set in providing the best possible care to the local community whilst continuing to recognise the added value of championing neuro-diversity.

The next stage to this project is to identify those GAPS that could be consider quick fixes. In contrast to this, there are other GAPS such as the implementation of the Oliver McGowan mandatory training / Nursing Care Plans (NCP) that will require ongoing work to establish.

Implementing the changes will also need to have considerable buy in from the most senior trust staff in recognising the importance of getting this right for both patients and staff. The project established the need for a trust Neuro-diversity strategy that will outline the trusts commitment to improving care delivery for Autistic patients and staff. I firmly believe that this trust has the capacity and desire to deliver outstanding care to everyone regardless of their divergence.

GAP Work Strands

In view of the report delivered, the GAPS identified in the report have been collated into the table below. These have been given a classification of short, medium or long term in terms of their implementation. This list is not exhaustive and the prioritites may change given the operational needs

of the trust. Each work strand has been broken down in the attached annexes, work strands will enable both the project and trust management oversight.

SN Lee Fadden
Autism Lead Nurse

GAP ANALYSIS WORK STRANDS

The following areas have been identified in the original audit support project. Each 'work strand' has been triaged into short, medium and long term and considering their priority. Some strands could potentially overlap and others may require actions to be completed in set order to ensure that each strand is actioned both clearly and timely.

Work Strand	Priority S/M/L Term	Description	Actions needed / Planned actions
STP-01 Sensory Packs	Short Term	Refresh awareness of sensory packs.	Relaunch sensory packs, quick fixes that will make a huge difference for autistic people who have difficulty in busy environments such as UC / Outpatients Need: Identify current scheme and discuss how best to improve knowledge and awareness.
STP-02 Neurodiversity Statement / Strategy	Short Term	New neurodiversity statement aligned to EDI policy.	Existing EDI strategy to be reviewed 2022 by TGH. In line with the updated mandatory training (Health and Care Act 2022) addition of a specific strategy / policy to inform and support both patients and staff. Need: Create Strategy
STP-03 GM Autism Training Plans	Short Term	Updated training plan requirement for GMAC.	Need ESR data, ETD department aware, Need: Follow up with ETD and obtain data for GMAC as part of wider GM autism strategy.
STP-04 Nursing Care Plan (NCP)	Short Term	Neuro-diversity nursing care plans.	Creation of Neuro-diversity care plan. Current NCPs do not take into consideration the individualised care needs of the patient. Need: Neurodiversity NCP created. Long term - review existing admission documents to 'sense check' including prompt to check EPR alerts.
MTP-01 Trial Green Light Toolkit within Urgent Care division	Medium Term	Self assessed audit toolkit	Toolkit created by National Development Team for Inclusion (NDTI) to audit baseline knowledge of one clinical area. Need: Liaise with clinical audit team / Urgent care HoN. Long term - audit of clinical areas prior to Oliver McGowan mandatory training to gain trust data. Enable essential oversight of clinical areas that require intervention / training.
MTP-02 Recruitment Support	Medium Term	Support production of neuro-diversity recruitment document	Recruitment support document (possibly external TGH neuro-diversity document) available on TGH public internet. Supporting application guidance to future recruitment talent. Long term - Recruitment process aligned with Disability Confident Level 3 (Leader) see LTP-01
LTP-01 Disability Confident (Leader) Scheme Level 3	Long Term	Attain Disability Confident Leader	Existing trust aim of attaining level 3 (leader) as per most recent EDI strategy. D/W Stuart McKenna Long term - Work alongside SM in partnership with DAWN network to attain level 3. NB: Attaining level 3 requires external validation for certification.
LTP-02 Improve WDES / Staff Survey scores plus improve	Long Term	Improve scoring	Current WDES / Staff Survey for year 2022 show less favourable scoring compared to previous year. Plan to promote neurodiversity through trust communications / autism awareness / clinical area neurodiversity champions.

declaration of disabilities via ESR.		Utilise trust social communication channels to promote. Long term - Potential to implement Neurodiversity Link Nurse / Clinicians once Oliver McGowan mandatory training implemented throughout trust.
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Version 1.0 - Working

Annex A - Short Term Priorities

Title: STP-01	Sensory Packs	Trust Lead	TBC
Description			
Refresh awareness of sensory packs.			
Actions needed / Planned actions			
Relaunch sensory packs, quick fixes that will make a huge difference for autistic people who have difficulty in busy environments such as UC / Outpatients			
Need: Identify current scheme and discuss how best to improve knowledge and awareness.			
Status:			

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Title: STP-02	Neurodiversity Statement / Strategy	Trust Lead	SN Fadden / Stuart McKenna
Description			
New neurodiversity statement aligned to EDI policy.			

New neurodiversity information booklet for patients available via public TGH site.

Actions needed / Planned actions

Existing EDI strategy to be reviewed 2022 by TGH. In line with the updated mandatory training (Health and Care Act 2022) addition of a specific strategy / policy to inform and support both patients and staff. Need: Create Strategy

16/11 - Email from SM re EDI strategy update. EDI strategy action plan is overseen by the Equality and Diversity Steering group, and progress is routinely reported to the Trust Workforce Committee which is led by Non-Exec Directors.

Status:

Title: STP-03	GM Autism Training Plans	Trust Lead	SN Fadden / Werneth
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Description

Updated training plan requirement for GMAC.

Actions needed / Planned actions

Need ESR data. ETD department aware. Need: Follow up with ETD and obtain data for GMAC as part of

Need LDR data, LTD department aware, need follow up with LTD and obtain data for SMRs as part of wider GM autism strategy.	
Status:	

Title: STP-04	Nursing Care Plan (NCP)	Trust Lead	SN Fadden /
Description			

<p>Neuro-diversity nursing care plans within CORE CARE PLANS Nursing Documentation Process - Care Plans: Guidance (xtgh.nhs.uk)</p>
Actions needed / Planned actions
<p>Creation of Neuro-diversity care plan. Current NCPs do not take into consideration the individualised care needs of the patient. Need: Neurodiversity NCP created.</p> <p>Long term - review existing admission documents to 'sense check' including prompt to check EPR alerts.</p>

Annex B - Medium Term Priorities

Title: MTP-01	Trial Green Light Toolkit within Urgent Care division	Trust Lead(s)	SN Fadden / Clinical Audit Team
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Description	
<p>Self assessed audit toolkit Liaison with clinical audit team to request clinical audit of UC setting using green light toolkit. Repeat audit once mandatory training completed. ? for improvement in knowledge and awareness of ND needs.</p> <p>Future: if successful, look to replicate in other clinical areas. If successful, forms basis for clinical area Neurodiversity Champion.</p>	
Actions needed / Planned actions	
<p>Toolkit created by National Development Team for Inclusion (NDTi) to audit baseline knowledge of one clinical area. Need: Liaise with clinical audit team / Urgent care HoN.</p> <p>Long term - audit of clinical areas prior to Oliver McGowan mandatory training to gain trust data. Enable essential oversight of clinical areas that require intervention / training.</p>	
Status:	

Title: MTP-02	Recruitment Support	Trust Lead(s)	Freya Redrup (Recruitment) / SN Fadden
Description			
Support production of neuro-diversity recruitment document			

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Actions needed / Planned actions	
Recruitment support document (possibly external TGH neuro-diversity document) available on TGH public internet. Supporting application guidance to future recruitment talent.	
Long term – Recruitment process aligned with Disability Confident Level 3 (Leader) see LTP-01	
Status:	

Annex C – Long Term Priorities

Title: LTP-01	Disability Confident (Leader) Scheme Level 3	Trust Lead(s)	SN Fadden / Stuart McKenna (HR)
Description			
Attain Disability Confident Leader			

Actions needed / Planned actions

Existing trust aim of attaining level 3 (leader) as per most recent EDI strategy. D/W Stuart McKenna

Long term - Work alongside SM in partnership with DAWN network to attain level 3. NB: Attaining level 3 requires external validation for certification.

Status:

Title: LTP-02	Improve WDES / Staff Survey scores plus improve declaration of disabilities via ESR.	Trust Lead(s)	SN Fadden / Stuart McKenna (HR)
Description			
Improve scoring Discuss how to improve staff engagement, trust campaign on TIS / Internal comms. Inform how data used to improve awareness.			
Actions needed / Planned actions			
Current WDES / Staff Survey for year 2022 show less favourable scoring compared to previous year. Plan to promote neurodiversity through trust communications / autism awareness / clinical area neurodiversity champions. Utilise trust social communication channels to promote. Long term - Potential to implement Neurodiversity Link Nurse / Clinicians once Oliver McGowan mandatory training implemented throughout trust.			

mandatory training implemented throughout trust.

Status:	
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