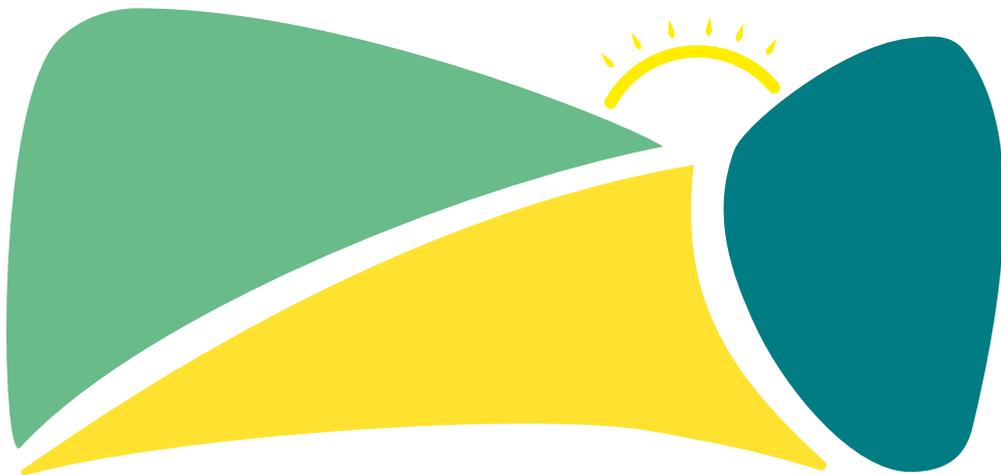




Dimensions for Autism CIC

Presents

# The Yellow Brick Road



A guide to services  
for autistic people, their families, friends  
and carers in Devon

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## Disclaimer

We at DfA have made every effort to ensure that the information in this guide is accurate and up-to-date, but details frequently change. Please make sure you are using the most recent version.

**Neither DfA nor Devon County Council can guarantee the accuracy of the information about the organisations in this guide or the quality of the service they provide. Under no circumstances will DfA or DCC be liable for any loss, damage or injury arising out of any contact made by a private individual with any of the organisations included in this guide.**

If you notice anything that is inaccurate, incomplete or out-of-date, let us know:  
[trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

Do you have any suggestions for additions to the guide? Great! Let us know:  
[trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

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## About the Guide

This guide has been written with the support of adult autistic members of Dimensions for Autism CIC (DFA), and was first published on the DFA website in April 2019.

DFA is an adult autism support group based in Devon. If you are an adult on the spectrum and want to add any information to this guide (when it is updated) then please email [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

### Who is this guide for?

First and foremost, this guide is aimed at autistic people, and those who suspect they are autistic, who live in the county of Devon, whether they have a formal diagnosis or not. It includes services and support in all three local authorities in the county - Devon County Council, Plymouth Council and Torbay Council.

This guide also includes information for the relatives, partners and friends of autistic adults, as well as those who act as carers for someone on the spectrum.

### Why the 'Yellow Brick Road'?

Autism is complex, varied and poorly-understood. The services and support on offer to them can be even more so. This guide aims to provide a path through the confusion, from getting a diagnosis onwards, and to act as a series of signposts to point you in the direction of the specific services you may need.

So why a yellow road? Because the colour gold (chemical symbol 'Au') is often associated with autism - but our funding wouldn't quite stretch to a gold brick road, so we did the best we could with what we had.

## How to Use this Guide

To make this guide easy to use, it is split into sections that cover specific themes or types of services. Of course, some organisations offer a range of different services, so don't be surprised if you see the same name in several sections.

We've tried to provide as many different ways of contacting these organisations as possible, to help you get to the services you need. The contact info is symbol-coded, as in the example below.

### Organisations

Each organisation included in the guide gets its own short description. We've tried to include as much information as we can about what is on offer, but it's a good idea to contact the organisation or visit their website for full details.



**Website**



**Telephone number**



**SMS Text number**



**Email address**

### Groups

Some organisations have sub-groups for specific services. We've provided as many details about these as possible wherever we can.



**Where the group is held**



**How often the group meets**



**Meeting times**



**Price for attending**



**Contact telephone**



**Contact email address**

# What is Autism?

In brief, autism is the name given to a range of neurological and sensory differences that appear to affect around 1-2% of the population. These differences are built into the brain and nervous system from the earliest stages of development, and are present for life, affecting the way autistic people experience and interact with the world.

While each autistic individual will, of course, have a unique experience, there are common factors that usually fall into four main categories.

## Sensory

Almost all autistic people experience at least some sensory differences from the population at large. These can range from mild to intense, and include the five traditional senses as well as the less well-known ones.

Sensory issues can include (but are not limited to):

- Being extremely sensitive to light, sound or touch
- Struggling to tell when they are hungry, too hot or cold, or in pain
- Having specific preferences for food flavours and/or textures
- Appearing clumsy due to poor balance, spatial awareness or hand-eye coordination

## Executive Function

'Executive function' broadly refers to the brain's ability to process, organise and respond to the information it receives. These functions can be impaired in autistic people, sometimes as a result of having to deal with an overload of sensory information (see above).

Executive function issues can appear as (but are not limited to):

- Having a poor short-term memory
- Finding it difficult to keep track of the passage of time
- Having to concentrate hard to keep track of changing environments
- Becoming so absorbed in their interests that they cease to notice almost anything else

## Behaviour

As a result of the overlap of the previous two categories, many autistic people struggle to get by in the day-to-day world. This often leads them to develop coping strategies and behaviours that make life more comfortable.

There are, of course, as many autistic behaviours as there are autistic people, but some frequently noted behaviours are:

- Preferring consistency, familiarity and/or routine
- Intense fascination with specific subjects, people or sensory experiences
- Avoiding busy, crowded or fast-changing environments
- Making repetitive movements ('stimming') to relieve stress or muscle tension

## Socialising

While central to the classic definition of autism, the social interaction challenges autistic people often experience are better understood today as a side-effect of having a brain that is wired differently from the majority. They are still used as a core diagnostic category, though, and are often the most obvious sign of the condition to others.

While communication is, of course, a two-way activity, autistic people do report some common issues:

- Struggling to interpret non-verbal communication (facial expressions, body language, gestures), focusing instead on the words that are spoken
- Difficulty keeping up with conversations, especially where multiple, overlapping speakers are involved
- Preference for practical, goal-oriented interactions over 'small talk' and socialising for its own sake

As these examples show, there is no single thing that is 'autism'. This makes it an extremely difficult term to summarise, because it encompasses a range of experiences as broad and varied as the number of autistic individuals in the world.

## The Autistic Spectrum

Growing awareness, as more people have been identified and diagnosed, has shown just how diverse the experiences of autistic people are. At the same time, it has revealed that a lot of these individuals don't fit exactly into the categories created by clinicians over the years; most straddle the gaps between them, or shift from one to another throughout their lives.

The term 'autistic spectrum' was coined to reflect this variability. While sometimes presented as a straight line between the 'worst' and 'mildest' cases, the spectrum actually acts as an umbrella term to acknowledge both the similarities and the differences of individual experiences.

Today, a diagnosis of 'Autism Spectrum Disorder' (ASD) is common - although some prefer to use the more neutral Autism Spectrum Condition (ASC). This is gradually replacing some of the numerous labels that have been applied to specific sub-groups of autistic people:

- Asperger's Syndrome
- High-Functioning Autism (HFA)
- Pathological Demand Avoidance (PDA) (see appendix 5)
- Pervasive Developmental Disorder - Not Otherwise Specified (PDD-NOS)

## Co-occurring Conditions

While not every autistic person experiences other issues, there are some conditions that are diagnosed more often in the autistic community than they are in the general population.

The exact relationship between these other conditions and autism - whether they are an expression of the underlying sensory or executive function issues, or separate conditions altogether - is currently unclear, but regardless of the source, these often need to be considered independently when deciding how best to support the individual:

Attention Deficit Disorder (ADD) or Attention Deficit Hyperactivity Disorder (ADHD)

- Dyslexia, Dyspraxia, Dyscalculia, Dysgraphia, and other specific learning difficulties
- Intellectual Disabilities (ID)
- Anxiety, depression, and other mental health issues
- Epilepsy and other seizures
- Obsessive Compulsive Disorder (OCD)

## Autism and the Law

Even after it was recognised as a distinct condition, autism continued to be treated as a sub-type of learning disability. More recently, however, the UK government has recognised that autism needs to be treated on its own terms, and has passed legislation aimed at addressing the requirements of autistic people.

### The Equality Act 2010

Welding together 116 existing pieces of legislation, this broad Act created a framework to define discriminatory treatment that targeted specific sub-groups of society, and to provide protection for these sub-groups.

At its core, the Act declares a number of 'protected characteristics', including (among others) age, race, gender identity, sexual orientation, religious belief and disability. With few exceptions, any behaviour that disadvantages anyone with one or more of these protected characteristics, whether direct or indirect, is unlawful. The act also outlaws harassment of these groups, and the victimisation of anyone who makes (or supports someone else in making) a complaint about discriminatory behaviour.

To try and ensure equal treatment of these protected groups, the act defines three main means of reducing or eliminating discrimination:

- **Positive Action** – this is mainly aimed at employers, and empowers them to take active steps to encourage recruitment, retention and advancement people with protected characteristics ahead of those who do not.
- **Reasonable Adjustments** – this broader category covers any change an organisation can make to remove or reduce barriers protected people may face in accessing their services (see more about this in appendix 5)
- **Public Sector Equality Duty** – this places a specific requirement on public bodies, as well as private companies providing a public service (eg: power and water utilities), to actively eliminate unlawful discrimination and promote equality and good relations between protected and non-protected groups.

While individual autistic people may not consider themselves disabled, all autism spectrum diagnoses are considered to fall under the 'disability' characteristic. This entitles autistic people to all the protections of the Equality Act.

### The Autism Act 2009

The first piece of autism-specific legislation passed in the UK, and the only act targeted at improving services for one disability, the Autism Act laid out in law the government's duty to meet the needs of its autistic citizens.

The act outlines two key requirements:

- The Government must create a strategy to meet the need of autistic adults, and must regularly review it.
- The Government must produce statutory guidance for local authorities to implement the strategy.

In practice, this meant that national government must formulate a strategy to identify and diagnose autistic adults in the community, and to provide appropriate support for them throughout their lives. Local authorities are then required to deliver on this strategy by providing diagnostic and support services, and by ensuring that medical professionals and frontline staff are given appropriate awareness training.

## The Fulfilling and Rewarding Lives Strategy 2010

Published in the wake of the Autism Act a year earlier, this strategy set out general guidelines for implementing the act's requirements, with the overarching goal of enabling autistic people to live 'fulfilling and rewarding lives' (hence the title) within their communities.

The strategy identified four key areas to be targeted for improvement:

- Increasing awareness and understanding of autism by creating training packages for those in health, social care and the criminal justice system
- Developing a clear, consistent pathway for diagnosis, and ensuring that those with a diagnosis are eligible for care and support
- Improving access to appropriate services and support for autistic people, to help them live as independently as possible.
- Providing support for autistic people to find and stay in employment, and raising awareness of autism with employers.
- Ensuring that local authorities set up autism-focused boards to implement and monitor these improvements, using the involvement of autistic people and their carers to guide development of appropriate services.

To oversee these improvements, the government set up a National Autism Programme Board to help develop training for health professionals and provide guidance on the kinds of reasonable adjustments to be made to make services more accessible to autistic people.

## The 'Think Autism' Strategy 2014

Following a review of the Fulfilling and Rewarding Lives strategy, the government published an update in 2014. This 'Think Autism' document reinforced and extended the goals of the original, while also trying to address its shortcomings.

The main goal of the document was to extend the government's autism strategy beyond service providers and employers to build general awareness and acceptance in entire communities. It set up a temporary Autism Innovation Fund to support the development of community care and support, especially for those autistic people who did not qualify for statutory services. To give shape to what a 'fulfilling and rewarding' life should be, it defined 15 priority challenges - also known as the '**I Want**' statements.

To ensure these goals were consistently implemented across the country, the document proposed improvements in data collection by local authorities about their autistic constituents. It also stated that autistic people should be able to access information about the services available to them, as well as being able to compare their locality's performance against that of others.

## The Care Act 2014

While not directly autism-related, this act is important because it lays out the duties local authorities have to assess need for and provide care to (when appropriate) those constituents who need it.

It is an extremely long and complex piece of legislation, but in the broadest terms it states that:

- Local governments must provide needs assessments to anyone who seems to need some form of care and support, regardless of how likely they are to be eligible for support.
- They must also provide separate Carer's Assessments for individuals who meet the criteria as carers for a person with a disability (eg: parents).
- Assessments must focus on the wellbeing and life goals of the person. They should involve the person directly, as well as their carer and/or someone else they nominate to assist them, wherever possible.
- Care should be provided with the goal of preventing the person's needs from becoming more serious, or at least delaying this as long as possible.
- Those assessed as needing support should be able to choose from a range of high-quality local providers to meet their requirements. Information on these care providers should be readily available to users.
- These rights apply regardless of whether the person being cared for is a child or an adult. A child who is about to turn 18 must be given a Child's Needs Assessment (CNA) to evaluate their probable needs as an adult, and their existing care left in place until this is completed.

If you believe you may be eligible for an Assessment of Needs or a Carers Assessment, it is worth researching important acts in more detail to find out how it might apply to your specific situation - see **Appendix 1** for links to further information.

# Statutory Services

## Diagnostic Services

If you suspect you are autistic, your first port of call is your GP. Under the **Autism Act**, local authorities must provide a pathway to diagnosis. This service is free, but you need to be referred to it by your GP. See **Getting a Diagnosis** for more details.

## Assessments of Needs

Anyone who thinks they may need support is entitled to a **Needs Assessment** (also called an **Assessment of Needs**) from their local authority. This service is free, and you can ask for an assessment yourself - you don't need to be referred by someone else. A formal Autism Spectrum diagnosis is helpful, but you don't need one: the assessment is about your needs as an individual, not a list of symptoms.

To refer yourself for an assessment, you will need to contact the care provider of the local authority for the area you live in:

### Devon County Council

 0345 1551 007

 [csc.caredirect@devon.gov.uk](mailto:csc.caredirect@devon.gov.uk)

### Plymouth Council

 01752 668000

 [www.plymouth.gov.uk/adultcareandhealth/howgetadultcareorsupport](http://www.plymouth.gov.uk/adultcareandhealth/howgetadultcareorsupport)

### Torbay Council

 01803 219700

 [www.torbay.gov.uk/health-and-wellbeing/independent-living/getting-an-assessment/social-care-assessment/](http://www.torbay.gov.uk/health-and-wellbeing/independent-living/getting-an-assessment/social-care-assessment/)

## Carer's Assessments

Anyone who acts as a carer for an autistic person is entitled to their own separate **Carer's Assessment**, to determine what impact the caring responsibilities have on their lives and what support they might be entitled to.

As with Needs Assessments, you can refer yourself for a Carer's Assessment, but in some places you will need to contact a different organisation:

### Devon County Council

 03456 434435

 [www.devoncarers.org.uk/devon-carers](http://www.devoncarers.org.uk/devon-carers)

### Plymouth Council

 01752 668000 or 01752 201890

 [customerservices@plymouth.gov.uk](mailto:customerservices@plymouth.gov.uk)

[caringforcarers@improvinglivesplymouth.org.uk](mailto:caringforcarers@improvinglivesplymouth.org.uk)

### Torbay Council

 01803 219700

 [www.torbay.gov.uk/health-and-wellbeing/independent-living/getting-an-assessment/social-care-assessment/](http://www.torbay.gov.uk/health-and-wellbeing/independent-living/getting-an-assessment/social-care-assessment/)

## Benefits

Autistic people are entitled to the same unemployment benefits as any other UK citizen. In England, the legacy benefits system has now been replaced with Universal Credit for all new claimants. You can find out more about the Universal Credit system using the following links:

 [www.gov.uk/universal-credit](http://www.gov.uk/universal-credit)  
[www.understandinguniversalcredit.gov.uk/](http://www.understandinguniversalcredit.gov.uk/)

On top of the standard benefits system, you may also be eligible for a **Personal Independence Payment (PIP)**, depending on how much your condition impacts your day-to-day living.

To request a PIP application form, or find out more about the application process:

 0800 917 2222

 [www.gov.uk/pip/how-to-claim](http://www.gov.uk/pip/how-to-claim)

The application process can be long and complex, so getting advice and support can increase your chances of success. To contact your local Citizens' Advice Bureau (CAB) for guidance:

 03444 111444

 [www.citizensadvice.org.uk/](http://www.citizensadvice.org.uk/)

If you are receiving benefits and also looking for work, your local Jobcentre may employ a **Disability Employment Advisor**. These can offer employment assessments to help identify your skills and the kinds of work that might suit you, and can also refer you to support schemes like Access to Work.

If you have (or are about to start) a job, but feel you need adjustments that your employer can't (or won't) provide, the **Access to Work** department can provide assistance and support. If you

are eligible, you may be given a grant in addition to your other benefits, to be spent on specialist equipment, a support worker or travel adaptations.

To find out more, and to apply to the Access to Work scheme:

 0800 121 7479

 [www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)

[www.disability-grants.org](http://www.disability-grants.org)

## Special Educational Needs

Every local authority is required to provide a **Local Offer**, a collection of all the education, health and social care services that are available to people with SEND aged 0-25.

Each local authority in the county of Devon has its own Local Offer:

### Devon County Council

 [www.devon.gov.uk/educationandfamilies/special-educational-needs-and-disability-send-local-offer](http://www.devon.gov.uk/educationandfamilies/special-educational-needs-and-disability-send-local-offer)

 [sendlocaloffer@devon.gov.uk](mailto:sendlocaloffer@devon.gov.uk)

### Plymouth Council

 [www.plymouth.gov.uk/schoolseducationchildcareskillsandemployability/specialeducationalneedsanddisabilityandlocaloffer/specialeducationalneeds/localoffersendexpectations](http://www.plymouth.gov.uk/schoolseducationchildcareskillsandemployability/specialeducationalneedsanddisabilityandlocaloffer/specialeducationalneeds/localoffersendexpectations)

### Torbay Council

 [www.torbay.gov.uk/schools-and-learning/send/local-offer](http://www.torbay.gov.uk/schools-and-learning/send/local-offer)

 [SENDreforms@torbay.gov.uk](mailto:SENDreforms@torbay.gov.uk)

If regular SEND support is not enough, you can also apply to your local authority for an **Education, Health and Care Plan (EHCP)**. This is a transferable report that details the additional educational, health and social needs of the person, along with any assistance required to meet those needs.

Anyone who believes a child may need additional support can request an assessment for an EHCP, including the child themselves if they are aged 16 or over. Once in place, an EHCP can remain in force until the person turns 25.

For general information about EHCPs:

 [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

The National Autistic Society (NAS) also have an EHCP guide:

 [www.autism.org.uk/about/in-education/extra-help-in-school/england/ehc-plans.aspx](http://www.autism.org.uk/about/in-education/extra-help-in-school/england/ehc-plans.aspx)

## Advocacy

If you are struggling to communicate with or express your needs to service providers, you may be entitled to advocacy support. This may mean nominating a friend or relative to speak on your behalf, or you may be able to get support from an advocacy service or charity.

The **Devon Advocacy Consortium** is a partnership of six charities that offer professional advocacy services for any over-16s who need advice or representation in making a health or social care issue or complaint (there are strict criteria). To make a referral for advocacy you will need to speak to your Social Worker, as they are currently not accepting self-referrals.

For more information:



[devonadvocacy@livingoptions.org](mailto:devonadvocacy@livingoptions.org)

## Autism Alert Card

Devon County Council and Devon and Cornwall Police have collaborated to create an **Autism Alert Card** for residents of the region. This is available for free to any county resident who believes they are autistic - a formal diagnosis is not required.

To find out more information, and to request an alert card, contact Devon Link Up:



[www.devonlink-up.org/autism-alert-card](http://www.devonlink-up.org/autism-alert-card)



07808 053992



Jo Morgan [jomdlup@gmail.com](mailto:jomdlup@gmail.com)

# Getting a Diagnosis

## Preparing for Diagnosis

At present, there is no definitive biological test for autism, so clinicians have to rely on observations of the person's behaviour and lifestyle. Some of this will be done during face-to-face assessments, but this is not always reliable, especially if the person has learned to conceal or cope with the effects.

Because of this, most diagnostic services will assess your behaviour against the following criteria:

- Issues with social communication, social interaction and/or social imagination (this is often referred to as the 'triad of impairments')
- Behaviours or interests that are repetitive, restrictive or obsessive
- Difficulties with everyday life
- All of the above were present from an early age

To help the clinician get a clear picture, it is a good idea to prepare and bring along some other sources of information to support your case, such as:

- Doctors' reports of any physical or mental health issues, or other diagnosed conditions, you may have
- Written testimonies about what you were like as a baby or young child, like reports from teachers or support workers
- In-person testimonies from relatives, friends, or anyone else who can provide insight into your life and behaviour, especially as a baby or young child

## Public Diagnostic Services

Under the Autism Act, every UK citizen should have access to a publicly-available diagnostic pathway. The service is free, but **you will need to be referred by your GP** to access the service - you cannot self-refer.

In Devon, the public diagnostic service is the **Devon Autism and ADHD Service (DAANA)**. At the time of publication, the current waiting time between being referred to DAANA and the first assessment appointment is around 2 years.

## Private Diagnostic Services

If you do not wish to use the public diagnostic route, you can also seek an assessment from a private provider. These will usually offer shorter waiting times than the public service, but will also charge for their services, with costs ranging from £200 to over £1,000. Additionally, some service providers will not accept a private diagnosis, and will insist that you get a diagnosis from the public service.

At present, there is only one private service in the Devon area that offers diagnosis of autism spectrum conditions.

Clinical Partners, Plymouth



[www.clinical-partners.co.uk/for-adults/autism-and-aspergers](http://www.clinical-partners.co.uk/for-adults/autism-and-aspergers)

## National Diagnostic Services

Lorna Wing Centres

These internationally-recognised diagnostic centres, named after the pioneering psychologist who coined the term 'autistic spectrum', are operated by the **National Autistic Society (NAS)**. These are open to people of all ages, and accept both NHS referrals and private applicants.

At present, there are two centres: one in Kent and one in Essex.



[www.autism.org.uk/services/diagnosis.aspx](http://www.autism.org.uk/services/diagnosis.aspx)

The NAS also maintains a directory of assessment and diagnostic services available in the UK:



[www.autism.org.uk/directory](http://www.autism.org.uk/directory)

## Support Organisations for Autistic Adults

There are a number of support groups available to autistic adults living in Devon. Many of these allow anyone who identifies as autistic to attend, regardless of whether they have a diagnosis. This can be a useful source of support and information for those who are waiting for an assessment, or are thinking about getting one.

### Dimensions for Autism CIC (DFA)

Dimensions for Autism is a Community Interest Company offering support for autistic adults, and those who identify as autistic, who live in the Devon area. You do not need an official diagnosis to become a member, but the organisation focuses on those who have few or no support needs.



[www.dimensionsforautism.life](http://www.dimensionsforautism.life)



**Trish Darke** [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

**Matt Grimsey** [mglion82@yahoo.co.uk](mailto:mglion82@yahoo.co.uk)

### DFA Newton Abbot

A weekly group offering a mixture of information, topical discussion and social activities.



**Newton Abbot**



**Weekly, every Thursday** (except when at Exeter Phoenix or on community outings)



**14.30 – 16.30**



**£3.00 suggested donation**



[trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com) or [mglion82@yahoo.co.uk](mailto:mglion82@yahoo.co.uk)

### DFA Exeter

A monthly relocation of the above group to the Exeter Phoenix arts centre.



**Exeter**



**Monthly, fourth Thursday of each month** (except December)



**14.30 – 16.30**



**£3.00 suggested donation**



[trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com) or [mglion82@yahoo.co.uk](mailto:mglion82@yahoo.co.uk)

### DFA Torbay

A monthly group for autistic people living in the Torbay area.



**Torquay**



**Monthly, last Monday of each month**



**16.00 – 18.00**



**£3.00 suggested donation**



**Trish Darke** [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

**Heidi Slatter** [heidi.slatter@talktalk.net](mailto:heidi.slatter@talktalk.net)

## Dimensions for Autism CIC (DFA) *con't*

### DFA Women's Group

A dedicated monthly group for autistic women.

-  Exeter
-  Monthly, first Monday of each month
-  15.00 – 17.00
-  £3.00 suggested donation
-  Trish Darke [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)
-  Lindsay Richardson [lr.dimensionsforautism@gmail.com](mailto:lr.dimensionsforautism@gmail.com)

### DFA & Intercom Trust LGBTQ+ ASC Group

An evening social group for autistic people who identify as LGBTQ+.

-  Exeter
-  Monthly, third Wednesday of each month (first session 19/06/2019)
-  18.00 – 20.00
-  £3.00 suggested donation
-  Martina Grimsey [wildgirlmartina@yahoo.co.uk](mailto:wildgirlmartina@yahoo.co.uk)
-  Trish Darke [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

### DFA @ Exeter University

An evening social and discussion group for students and working adults.

-  Exeter
-  Monthly, third Tuesday of each month
-  19.00 – 20.30
-  £3.00 suggested donation
-  Trish Darke [trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)
-  Steven Kapp [steven.kapp@gmail.com](mailto:steven.kapp@gmail.com)

## National Autistic Society (NAS)

The National Autistic Society is the main autism charity in the UK. It has a number of local branches in the county, which operate support groups for autistic adults.

 [www.autism.org.uk](http://www.autism.org.uk)

### NAS Exeter & District Adults' Support Group

-  Exeter
-  Monthly, third Monday of each month (term-time only)
-  10.30 – 12.30
-  Free, but donations welcome
-  [www.nasexeter.simdif.com/](http://www.nasexeter.simdif.com/)
-  Penny Palmer (chair) [exeter@autism.org.uk](mailto:exeter@autism.org.uk)

## National Autistic Society (NAS) *con't*

### NAS Tavistock & District Womens' Aspergers Support & Social Group

An autistic women-only group for those with few or no support needs.

-  **Monthly**
-  **Free, but donations welcome**
-  [www.nasbranch.org.uk/tavistockanddistrict](http://www.nasbranch.org.uk/tavistockanddistrict)
-  **07436 544233**
-  **Wendy West (chair) [tavistockanddistrict@NAS.org.uk](mailto:tavistockanddistrict@NAS.org.uk)**

### NAS Plymouth - Adults Asperger Branch

A Plymouth-based branch focused on those with an Aspergers diagnosis.

-  **Plymouth**
-  **Monthly, second Thursday of each month**
-  **17.00-19.00**
-  **Free, but donations welcome**
-  [www.nasplymouthadultaspergersbranch.webeden.co.uk](http://www.nasplymouthadultaspergersbranch.webeden.co.uk)
-  [nasplymouthadultaspergersbranch@nas.org.uk](mailto:nasplymouthadultaspergersbranch@nas.org.uk)

## North Devon Forum for ASC and ADHD

The North Devon Forum for Autism Spectrum Conditions and ADHD is a parent- and carer-led organisation offering information, advice and support to anyone with a connection to autism or ADHD in the North Devon area. Membership is free to anyone who is, or believes they are, neurodiverse - a formal diagnosis is not required - as well as any family, friends, carers or professionals who live and/or work with them.

Alongside their regular support group, the charity also organises talks by guest speakers, and participates in research projects and surveys of the ND community.

-  [www.ndfautism.co.uk/](http://www.ndfautism.co.uk/)
-  **07923 481332**
-  [info@ndfautism.co.uk](mailto:info@ndfautism.co.uk)

### NAS Exeter & District Adults' Support Group

-  **Exeter**
-  **Monthly, third Monday of each month (term-time only)**
-  **10.30 – 12.30**
-  **Free, but donations welcome**
-  [www.nasexeter.simdif.com/](http://www.nasexeter.simdif.com/)
-  **Penny Palmer (chair) [exeter@autism.org.uk](mailto:exeter@autism.org.uk)**

## Plymouth Autism Hub

Run by the charity 'Working Well with Autism', the Plymouth Autism Hub provides a safe socialising space for autistic people aged 16 and over in the Plymouth area, with activities including table tennis and board games, plus quiet spaces for those who need them.



[www.workingwellwithautism.org/?q=event/plymouth-autism-hub-0](http://www.workingwellwithautism.org/?q=event/plymouth-autism-hub-0)

## PAG Social Club

A social meet-up for autistic people aged 16 and over.



**Plymouth**



**Weekly, three Thursdays and one Saturday each month**



**15.00-17.00**



[rob@workingwellwithautism.org](mailto:rob@workingwellwithautism.org)

[janet@workingwellwithautism.org](mailto:janet@workingwellwithautism.org)

## SOCOPS

Social Opportunities is an Exeter-based charity that supports young people with an Aspergers or High-Functioning Autism diagnosis. They run two groups, one for children aged 8-15 years and another for young adults aged 16-20 years.

## SOCOPS Plus

A facilitated group that organises community social activities for young autistic adults aged 16-20



**07713 499212**



[socopsclub@hotmail.co.uk](mailto:socopsclub@hotmail.co.uk)

## PANDA

Operating in North Devon, Promoting Autism NeuroDiversity Awareness seeks to elevate the voices and views of autistic people, and to assist them in accessing the services and support they need. They offer online advice and guidance to autistic people and service providers.



[www.pandacharity.org](http://www.pandacharity.org)

## Education Support

Since autism is officially classified as a disability, autistic people who are in education are entitled to assistance to support them during their studies.

### The Local Offer

Each local authority maintains a public database, called the Local Offer, that details all services available in its area to those who have Special Educational Needs or Disabilities (SEND).

See **Statutory Services** for full information.

### EHCP

If general SEND support does not meet your child's needs, you may be able to get an Education, Health and Care Plan (EHCP) from your local authority. This will identify the child's health, education and social needs, and lay out the support they require.

See **Statutory Services** for full information.

### Disabled Students Allowance (DSA)

A financial support scheme for students in higher (university) education with a mental health issue, long-term illness or any other disability, the Disabled Students Allowance scheme provides grants to pay for specialist equipment, support staff, extra travel costs or any other health-related expenses.

The grants do not need to be repaid, but can only be used for costs that are directly related to your course. The amount you receive will depend on an assessment of your needs.



[www.gov.uk/disabled-students-allowances-dsas](http://www.gov.uk/disabled-students-allowances-dsas)



[www.ucas.com/finance/additional-funding/disabled-students-allowances-dsas](http://www.ucas.com/finance/additional-funding/disabled-students-allowances-dsas)

### Preparing for Adulthood (PfA)

A national programme supported by several different organisations, this organisation works with local authorities to promote SEND education that emphasises life skills, employment and independence from an early age. Their website has downloadable information documents on a wide range of subjects, from education to health to independent living.



[www.preparingforadulthood.org.uk](http://www.preparingforadulthood.org.uk)



01225 789135



[info@preparingforadulthood.org.uk](mailto:info@preparingforadulthood.org.uk)

## Information, Advice and Support Services

Each of the local authorities has an advice service dedicated to SEND service provision in its area, offering free advice and support via telephone and face-to-face, as well as online resources.

### DIAS

Devon Information, Advice and Support service; the service for the Devon County Council area.



[www.devonias.org.uk/](http://www.devonias.org.uk/)



01392 383080



[info@sendiasstorbay.org.uk](mailto:info@sendiasstorbay.org.uk)

### PIAS

Plymouth Information, Advice and Support service; the service for the Plymouth City Council area.



01752 258933 or 0800 953 1131



[pias@plymouth.gov.uk](mailto:pias@plymouth.gov.uk)

### SENDIAS Torbay

The SEND Information, Advice and Support service for the Torbay Council area.



01803 212638



[info@sendiasstorbay.org.uk](mailto:info@sendiasstorbay.org.uk)

## College SEND Support

The majority of colleges in Devon have their own dedicated support teams for students with additional educational needs. You will need to contact the college to find out exactly what support they offer, but it is also helpful to speak to the team directly if possible.

### Exeter College Learning Support



General Enquiries: 01392 400439

SEN Coordinator: 01392 400690



[learningsupport@exe-coll.ac.uk](mailto:learningsupport@exe-coll.ac.uk)

### South Devon College - Additional Learning Support Team



0800 038 0123



[enquiries@southdevon.ac.uk](mailto:enquiries@southdevon.ac.uk)

### City College Plymouth Learning Support Team



[www.cityplym.ac.uk/help-advice/studying-with-disabilities/](http://www.cityplym.ac.uk/help-advice/studying-with-disabilities/)



01752 305300



[info@cityplym.ac.uk](mailto:info@cityplym.ac.uk)

## College SEND Support *con't*

### Bicton College



[www.bicton.ac.uk/student-support/supporting-your-learning/](http://www.bicton.ac.uk/student-support/supporting-your-learning/)



01209 617523



[learning.support@cornwall.ac.uk](mailto:learning.support@cornwall.ac.uk)

### PETROC College



[www.petroc.ac.uk/support-help/additional-learning-support](http://www.petroc.ac.uk/support-help/additional-learning-support)



North Devon (Barnstaple): 01271 345291

Mid Devon (Tiverton): 01884 235200



North Devon (Barnstaple) [guidancecentre@petroc.ac.uk](mailto:guidancecentre@petroc.ac.uk)

Mid Devon (Tiverton) [guidancecentretiverton@petroc.ac.uk](mailto:guidancecentretiverton@petroc.ac.uk)

## National Autistic Society (NAS)

Among its many other roles, the NAS provides a range advice and information for young autistic people who are, or intend to be, in education.



[www.autism.org.uk/services/education.aspx](http://www.autism.org.uk/services/education.aspx)

### NAS Student Support Services

This scheme offers personalised advice and support for university-level students with an ASC diagnosis. This can include preparation for higher education and living independently, mentoring during studies, and discussions with university staff about meeting the person's needs.

The support is not free, but the costs can be included in any Disabled Students Allowance you may be eligible for.



[www.autism.org.uk/services/education/further-education.aspx](http://www.autism.org.uk/services/education/further-education.aspx)



[studentsupportreferrals@nas.org.uk](mailto:studentsupportreferrals@nas.org.uk)

## Eat That Frog CIC

Based in south Devon, Eat That Frog is a Community Interest Company that offers training courses for young people who have SEN, providing a combination of academic and employability skills. They also provide support and one-to-one mentoring for those already in an apprenticeship. These services are open to anyone aged 16-18 with SEN of some kind, as well as those aged over 18 who have an active EHCP.

The charity has training centres in Torquay, Paignton and Newton Abbot, which are also open to those who need support or internet access to search for jobs.



[www.eatthatfrog.ac.uk](http://www.eatthatfrog.ac.uk)



01803 551551



Gail Rochelle [info@eatthatfrog.ac.uk](mailto:info@eatthatfrog.ac.uk)

## Employment Support

As with education support, autistic people in employment are entitled to a number of support schemes and protections.

### Disability Confident Employers

The Disability Confident scheme is designed to help employers recruit and retain disabled people and people with health conditions for their skills and talent. Information about organisations that gain one of the three 'Disability Confident' levels will be shared via this this scheme, with an aim being that the scheme will also provide information to those who have disabilities about Disability Confident Employers.



[www.gov.uk/government/collections/disability-confident-campaign](http://www.gov.uk/government/collections/disability-confident-campaign)

### Access to Work

If you are currently in work, or are about to start a new job, the Access to Work scheme can help you organise any reasonable adjustments you may need if your employer can't (or won't). This can include a non-repayable grant that can be spent on equipment or support services, depending on your eligibility.



[www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)



01202 858863

### Supported Internships

Designed to build workplace skills and provide a transition into employment, supported internships provide work placements with local employers lasting 6-12 months. Each internship is designed around a development programme personalised to suit the person's goals and needs.

You don't need to have any qualifications, and there are no completion requirements, but you do need to be aged 16-24 and have an Education, Health and Care Plan (ECHP).

To find out more about Devon County Council's supported internship schemes:



[www.devon.gov.uk/educationandfamilies/special-educational-needs-and-disability-send-local-offer/preparing-for-adulthood/employment/apprenticeships-traineeships-and-supported-internships](http://www.devon.gov.uk/educationandfamilies/special-educational-needs-and-disability-send-local-offer/preparing-for-adulthood/employment/apprenticeships-traineeships-and-supported-internships)

## Working Well with Autism

A co-operative social enterprise based in Plymouth, this charity aims to support autistic people into education and employment not just by preparing the person for the workplace, but also by altering the workplace to suit the individual. They offer in-work support for employed autistic adults, as well as awareness and acceptance training for organisations.

Their individual support is not free, but may be included as part of an Access to Work grant if you are eligible.



[www.workingwellwithautism.org/?q=supporting-employees](http://www.workingwellwithautism.org/?q=supporting-employees)



01752 283953



[info@workingwellwithautism.org](mailto:info@workingwellwithautism.org)

## Workways

A free service provided by NHS Devon Partnership Trust, Workways offers support and advice for those whose mental health issues make it harder for them to get and/or keep a job. This includes assistance in finding work, help for you and your employer once you have a job, and supported voluntary placements for those who need a step in between.

The service is free and will last for as long as you need it, but you will need to be referred to the service by either your GP, your recovery/care coordinator, or the Depression & Anxiety Service.



[www.workways.org.uk/](http://www.workways.org.uk/)



01392 677050



General enquiries: [info@workways.org.uk](mailto:info@workways.org.uk)

Application and Referral queries: [dpt.workwaysadmin@nhs.net](mailto:dpt.workwaysadmin@nhs.net)

## ACAS

The Advice, Conciliation and Arbitration Service provides free, impartial advice about employment law and workplace relations to employers and employees. They have released some recent articles focusing on neurodiversity in the workplace.



[www.acas.org.uk/](http://www.acas.org.uk/)

The organisation has a regional office in the south west, which runs events and training courses in the region. These are usually paid events - see the website for schedules and prices.



[www.acas.org.uk/index.aspx?articleid=1946](http://www.acas.org.uk/index.aspx?articleid=1946)



0300 123 1150

## Fit For Work

This government-funded initiative offers free, impartial advice for those with a health condition that affects their current employment, or those that are currently on sick leave. This advice is available via web chat and online resources as well as their free advice telephone number.



[www.fitforwork.org](http://www.fitforwork.org)



0800 032 6235

## National Careers Service

A government website that provides online resources for those who need careers advice.



[nationalcareersservice.direct.gov.uk](http://nationalcareersservice.direct.gov.uk)



0800 100 900

Textphone: 08000 968 336

## CSW Group

Formerly Careers South West, this not-for-profit enterprise provides 'transition support', including advice and signposting for young people into employment.



[cswgroup.co.uk/](http://cswgroup.co.uk/)

## Benefits and Work

If you are currently receiving benefits, starting employment may affect the amount you receive. This organisation provides online advice about the eligibility rules for the UK benefits system.



[www.benefitsandwork.co.uk/](http://www.benefitsandwork.co.uk/)

The Government website has a calculator to help you work out how employment might affect your entitlements:



[www.gov.uk/benefits-calculators](http://www.gov.uk/benefits-calculators)

## Travel Support

As the presence of autistic people in the wider community has become more visible, providers of public transport have gradually improved their provision for passengers on the spectrum.

### Blue Badge

Recent legislation changes have opened the national Blue Badge scheme to people with 'hidden disabilities', including autism. A Blue Badge allows the holder to use disabled parking spaces, plus the ability to park in no-parking areas like double-yellow lines for up to three hours.

 [new.devon.gov.uk/roadsandtransport/parking/blue-badge-parking/](https://www.new.devon.gov.uk/roadsandtransport/parking/blue-badge-parking/)

The government website has an online guide about how a Blue Badge can be used:

 [www.gov.uk/where-registered-disabled-drivers-can-park](https://www.gov.uk/where-registered-disabled-drivers-can-park)

### Disabled Persons Railcard

A national railcard that gives a 33% discount on travel for yourself and another adult. It is available to anyone receiving PIP or DSA payments.

 [www.disabledpersons-railcard.co.uk](http://www.disabledpersons-railcard.co.uk)

 0345 605 0525

 [disability@raildeliverygroup.com](mailto:disability@raildeliverygroup.com)

### National Bus Pass

Available from Devon County Council, this pass grants free 'off-peak' bus travel. You will need to check when 'off-peak' fares apply with your local bus service.

 [www.traveldevon.info/bus/national-bus-pass](http://www.traveldevon.info/bus/national-bus-pass)

 01392 383688 or 01271 38368

 [nationalbuspass@devon.gov.uk](mailto:nationalbuspass@devon.gov.uk)

### Devon Access Wallet

An initiative run by Devon County Council to improve access to transport for anyone with communication issues. The wallet can be used on any bus or train, and uses a mixture of pictures and word cards to help the user communicate where they want to go and what help they need.

 [www.traveldevon.info/accessibility/devon-access-wallet/](http://www.traveldevon.info/accessibility/devon-access-wallet/)

 01392 383509

## South West Trains Assisted Travel

South West Trains offers travel assistance at all stations it operates, for anyone who needs help navigating the station or getting on or off the train. This does not need to be booked in advance, but it is a good idea to let the station staff know ahead of time what your needs are.



<https://www.southwesternrailway.com/travelling-with-us/assisted-travel>



**0800 5282100** or **0345 6000 650**

## Ring and Ride

Available in most towns and rural areas in the county, the Ring and Ride scheme provides flexible transport for those who struggle to access the public transport system. This can be booked in advance, and users can be picked up and returned directly to their home.

For more information, and to find the Ring and Ride scheme for your area:



[www.traveldevon.info/accessibility/community-transport/ring-and-ride/](http://www.traveldevon.info/accessibility/community-transport/ring-and-ride/)

## Supported Living, Daily Support and Enabling

For autistic people who need support with everyday living, there are a number of organisations that offer a range of options, from short mentoring courses to fully supported accommodation.

### National Autistic Society (NAS)

The NAS provides a range of living support services for autistic people across the country, from residential housing to social support and mentoring.

To find out exactly what services are available in the south west, you will need to refer to the NAS website:

 [www.autism.org.uk/southwest](http://www.autism.org.uk/southwest)

 **01278 760555**

 [sw.services@nas.org.uk](mailto:sw.services@nas.org.uk)

### Step One

This Exeter-based charity offers one-to-one mentoring support for people with mental health issues and/or hidden disabilities, including ASCs, across the county. Each mentor works closely with the person to help them develop the independent living and employment skills they need.

The charity accepts referrals from Devon Partnership Trust and Devon County Council, but you can also refer yourself.

 [www.steponecharity.co.uk](http://www.steponecharity.co.uk)

 **01392 255428**

 **Sarah Ellis (Operational Manager):** [enabling@steponecharity.co.uk](mailto:enabling@steponecharity.co.uk)

### Garland Support

A supported-living charity that operates two residential properties in Exeter, and also offers training courses in a wide range of life skills, from cooking to accessing services.

 [www.garlandsupport.co.uk](http://www.garlandsupport.co.uk)

 **01392 757303**

 [info@garlandsupport.co.uk](mailto:info@garlandsupport.co.uk)

## Passmore Care Services

A private family-run organisation that offers supported accommodation, living support and day services to people with intellectual disabilities, including autistic people. A referral is required to access their services.

 [www.passmorecareservices.co.uk](http://www.passmorecareservices.co.uk)

 01392 270227

 [neil@passmorecareservices.co.uk](mailto:neil@passmorecareservices.co.uk)

## SameAsYou (SAY)

An enabling support charity based in Tiverton, offering day support services for people with intellectual and learning disabilities, or any other additional living needs.

 [www.sameasyou.co.uk](http://www.sameasyou.co.uk)

 [eliza@sameasyou.co.uk](mailto:eliza@sameasyou.co.uk)

# Mental Health Support

## Crisis Support

If you have a mental health crisis and need emergency support, the following organisations can provide care and assistance at any time of the day.

### The Samaritans

This national charity runs a **free, confidential 24-hour telephone helpline** for those who urgently need advice or support:

 **116123**

For those who prefer not to communicate via telephone, they also offer an **email service** which is guaranteed to respond **within 24 hours**:

 [io@samaritans.org](mailto:io@samaritans.org)

For more information, visit:

 [www.samaritans.org/](http://www.samaritans.org/)

### Out-of-Hours GP Service

Your GP's surgery will operate an **out-of-hours telephone service**. To get the number, you will need to **telephone your GP's surgery** and listen to the pre-recorded message.

### Emergency Services

You can also contact your local Accident and Emergency department or Police force if you need to. To do this, **dial 999** and ask for the service you need.

## Non-Crisis Support

### NHS Primary Mental Health Care

The NHS offers mental health services as well as healthcare. These services are accessed via a referral via your GP.

You can also get advice online through NHS Direct:

 [www.nhs.uk/conditions/stress-anxiety-depression/](http://www.nhs.uk/conditions/stress-anxiety-depression/)

## NHS Depression and Anxiety Service

The Depression and Anxiety service is the dedicated NHS mental health support provider. You can self-refer to the service. The D&AS may then refer you to specialist support services if needed.

To find out more about the Devon Partnership Trust D&A service:

 [www.dpt.nhs.uk/our-services/depression-and-anxiety-das](http://www.dpt.nhs.uk/our-services/depression-and-anxiety-das)

## Police Non-Emergency Service

For non-emergency situations, the police have a separate contact number: **101**

You can also contact the Devon and Cornwall Police 101 service by email:

 [101@devonandcornwall.pnn.police.uk](mailto:101@devonandcornwall.pnn.police.uk)

## The Samaritans

As well as their crisis support, the Samaritans provide a general telephone service for those who need an empathetic ear. The charity also has five local branches in Devon.

 [www.samaritans.org](http://www.samaritans.org)

 **08457 909090**

 **07725 909090**

## Time to Talk

A free, confidential telephone service run by the charity Living Options Devon, this project aims to reduce isolation and loneliness among those living in Devon who are deaf or have a disability. There are several contact options on offer, including a webcam service for BSL users and an email address for those who prefer not to use the telephone.

 [www.livingoptions.org/support-help/time-talk](http://www.livingoptions.org/support-help/time-talk)

 **0300 303 3691**

 [time2talk@livingoptions.org](mailto:time2talk@livingoptions.org)

## Rethink Mental Illness

Another national mental health charity, this organisation provides information and advocacy support. They run a number of informal support groups in the county, both for those affected by mental health issues and for their family and friends.

 [www.rethink.org](http://www.rethink.org)

## MIND

This national charity is dedicated to mental health support and advice. They offer a range of free remote services countrywide.

 [www.mind.org.uk](http://www.mind.org.uk)

### Infoline

A general advice service about mental health issues and the services available to help.

 **0300 123 3393 - Mon-Fri 09.00-18.00 (except bank holidays)**

 [info@mind.org.uk](mailto:info@mind.org.uk)

### Legal Line

A general advice service about mental health issues and the services available to help.

 **0300 466 6463 - Mon-Fri 09.00-18.00 (except bank holidays)**

 [legal@mind.org.uk](mailto:legal@mind.org.uk)

### Peer Support Directory

A database of local organisations that provide informal mental health support such as community support groups, mentoring and befriending, and online help. There is a dedicated section for Devon and Cornwall under the 'West' section.

 [www.mind.org.uk/information-support/guides-to-support-and-services/peer-support-directory/find-peer-support-in-the-west/](http://www.mind.org.uk/information-support/guides-to-support-and-services/peer-support-directory/find-peer-support-in-the-west/)

## Devon Recovery Learning Community

Set up by the NHS Devon Partnership Trust, this organisation provides free courses for Devon residents who have experienced mental health issues, as well as friends, family and professionals, with the goal of giving people the skills they need to manage their conditions and live a full, rounded life.

 [www.devonrlc.co.uk](http://www.devonrlc.co.uk)

 **01392 677067**

 [dpn-tr.drlc@nhs.net](mailto:dpn-tr.drlc@nhs.net)

## New Leaf

Part of Devon Partnership Trust's Vocational Rehabilitation Service, this organisation provides supported employment for adults with a mental health condition, providing the skills and environment to help them to work towards gaining paid employment.

 <https://www.dpt.nhs.uk/our-services/adults/vocational-services/new-leaf>

## Addiction Services

The NHS Devon Partnership Trust offers a specialist service for adults suffering from severe alcohol or drug issues.



[www.devonpartnership.nhs.uk/Addiction-services.64.0.html](http://www.devonpartnership.nhs.uk/Addiction-services.64.0.html)

## Devon Advocacy Consortium

If you are struggling to communicate with or express your needs to service providers, you may be entitled to advocacy support. This may mean nominating a friend or relative to speak on your behalf.

The Devon Advocacy Consortium is a partnership of six charities that offer professional advocacy services for any over -16s who need advice or representation in making a health or social care issue or complaint (there are strict criteria). For a referral for advocacy you will need to discuss this with your Social Worker or Care coordinator.



<https://www.devonadvocacy.org.uk>



0845 231 1900



[devonadvocacy@livingoptions.org](mailto:devonadvocacy@livingoptions.org)

## Plymouth Advocacy Support



0300 343 5719

## LGBTQ+ Information and Support

Since a disproportionately large percentage of autistic people identify as LGBTQ+, we felt it was worth including a dedicated section specifically for them.

### Intercom Trust

A specialist charity that works with LGBTQ+ communities across the South West, offering information, support, counselling, consultancy and advocacy. They run a number of support groups, and also offer a six-week Compassionate Mindfulness course for anyone who is, or thinks they might be, LGBTQ+.

-  [www.intercomtrust.org.uk](http://www.intercomtrust.org.uk)
-  **0800 612 3010**
-  [helpline@Intercomtrust.org.uk](mailto:helpline@Intercomtrust.org.uk)

### Proud2Be

Based in Totnes, this social enterprise supports LGBTQ+ people, and their families, living in and around the South Devon area through a range of social evenings, youth groups and one-off events throughout the year.

They are also an activist group, running a number of campaigns, a volunteer programme and awareness training courses.

-  [www.proud2be.co.uk](http://www.proud2be.co.uk)
-  **01803 864321**

### Proud2Be Social Evening

An evening social group open to LGBTQ+ people and allies.

-  **Totnes**
-  **Monthly, second Thursday of each month**
-  **18.30-21.30**
-  **Free**

### X-Plore

A Devon-based charity that runs a number of youth groups across the county, providing safe spaces for young people who identify as LGBTQ+ or are questioning their gender identity. They work closely with Intercom.

-  [www.lgbtgyouthdevon.org.uk/](http://www.lgbtgyouthdevon.org.uk/)
-  **0800 612 3010**
-  [xplorecharity@gmail.com](mailto:xplorecharity@gmail.com)

## Other Services

### Citizens' Advice Bureau (CAB)

This national organisation offers advice to UK citizens on benefits, employment, housing, law, debt, and many more areas. The advice is free and delivered by experienced volunteers, although they may not have any specific knowledge about autism.

Anyone applying for a Personal Independence Payment can get assistance from the CAB when completing the application form.

 [www.citizensadvice.org.uk/](http://www.citizensadvice.org.uk/)

#### CAB Exeter

The CAB has an office in Exeter, which runs free drop-in sessions. There are a limited number each day, and they tend to fill up fast, so it is worth arriving before the centre opens to ensure a place.

 [www.citizensadviceexeter.org.uk](http://www.citizensadviceexeter.org.uk)

 **Devon Advice Line: 03444 111 444 - Monday-Friday, 10.00-16.00**

### Healthwatch

A national organisation that provides a platform for people to provide feedback about their experiences with public health services. Each of the local authorities has its own dedicated Healthwatch organisation.

#### Healthwatch Devon

 [healthwatchdevon.co.uk](http://healthwatchdevon.co.uk)

 **0800 520 0640**

 [info@healthwatchdevon.co.uk](mailto:info@healthwatchdevon.co.uk)

#### Healthwatch Plymouth

 [www.healthwatchplymouth.co.uk](http://www.healthwatchplymouth.co.uk)

 **0800 520 0640**

 [info@healthwatchplymouth.co.uk](mailto:info@healthwatchplymouth.co.uk)

#### Healthwatch Torbay

 [healthwatchtorbay.org.uk](http://healthwatchtorbay.org.uk)

 **0800 052 0029**

 [info@healthwatchtorbay.org.uk](mailto:info@healthwatchtorbay.org.uk)

## Devon Health and Wellbeing

An organisation set up by Devon County Council to bring health and social care organisations together with community representatives. It aims to encourage collaboration between services to ensure that service providers are meeting the needs of Devon residents.

The organisation's website has a number of useful resources about needs assessments.

 [www.devonhealthandwellbeing.org.uk](http://www.devonhealthandwellbeing.org.uk)

## Devon Disability Enforcement Officer

The Devon & Cornwall Police force employs a dedicated Disability Enforcement Officer who oversees all issues related to the contact disabled people have with the organisation.

At time of writing, the current Disability Enforcement Officer for Devon is Sarah Jepp.

 **07525 803 883**

 [sarah.jepp@devonandcornwallpolice.uk](mailto:sarah.jepp@devonandcornwallpolice.uk)

## Beyond Limits

A Plymouth-based organisation that supports people with intellectual and learning disabilities, mental health issues and other needs across the county. It was founded with support from Partners for Inclusion, an award-winning Scottish personalised support organisation.

 [www.beyondlimits-uk.org](http://www.beyondlimits-uk.org)

 **01752 546449**

 [info@beyondlimits-uk.org](mailto:info@beyondlimits-uk.org)

## Devon People First

Part of Involve (a support organisation for voluntary action in Mid Devon), Devon People First is a semi-independent group run by and for people with intellectual disabilities, aiming to encourage and develop self- and peer-advocacy among its members.

 [involve-middevon.org.uk/projects/devon-people-first/](http://involve-middevon.org.uk/projects/devon-people-first/)

 **01884 251769**

 [office@involve-middevon.org.uk](mailto:office@involve-middevon.org.uk)

## Living Options Devon

A county-wide charity dedicated to improving the lives of Deaf people and those with disabilities. They provide a range of free support, signposting, advocacy and mobility services to reduce social isolation and enable clients to live the life they want to.



[livingoptions.org](http://livingoptions.org)



01392 459222



07958 517919



[info@livingoptions.org](mailto:info@livingoptions.org)

## Heritage Ability

A two-year project run by Living Options, to make Devon heritage sites more accessible to Deaf or mobility-impaired users.



[livingoptions.org/support-help/heritage-ability](http://livingoptions.org/support-help/heritage-ability)



01392 459222



[heritageability@livingoptions.org](mailto:heritageability@livingoptions.org)

**SPECIAL Video Message Service for BSL users: 07958 517919**

## CoLab Exeter

An 'integrated wellbeing and innovation hub' that aims to aid the recovery and social reintegration of people who have experienced homelessness, addiction, criminality or mental health issues. They bring together representatives from statutory and voluntary service providers to deliver holistic care plans. This organisation mainly covers the Exeter, East Devon and Teignbridge areas.



[www.colabexeter.org.uk](http://www.colabexeter.org.uk)



01392 284280



[enquiries@colabexeter.org.uk](mailto:enquiries@colabexeter.org.uk)

## Transitions Project

A project to provide volunteers and mentors to help with transitions that vulnerable people may be going through. At present this service is accessed via a referral from a Social Worker, Community Care Coordinator or Support Worker.



[www.transitions.eci.org.uk](http://www.transitions.eci.org.uk)



01392 284280

## Shared Lives Plus

A national charity that facilitates shared-living arrangements between carers and people who need live-in support, providing training and guarantees for the carers.



[www.sharedlivesplus.org.uk/](http://www.sharedlivesplus.org.uk/)



0151 227 3499



[info@sharedlivesplus.org.uk](mailto:info@sharedlivesplus.org.uk)

## FIGS South West

The local arm of a charity set up to increase the visibility of autistic women and girls, and to improve recognition by diagnosis services and support providers.

 [figsuk.org](https://figsuk.org)

 Helen Bates (South West Lead): [figscampaignuk@gmail.com](mailto:figscampaignuk@gmail.com)

## Young Devon

The largest young people's charity in the south west, providing advice, support, counselling and training for Devon residents aged 25 and under.

 [www.youngdevon.org](https://www.youngdevon.org)

 01752 691511

 [info@youngdevon.org](mailto:info@youngdevon.org)

### Youth Enquiry Service (YES)

A series of centres run by Young Devon, offering free confidential advice on a range of subjects. Drop-in sessions are available at various times - see the website for full details.

#### YES Exeter

 01392 331666

 [yes.exeter@youngdevon.org](mailto:yes.exeter@youngdevon.org)

#### YES Newton Abbot

 01392 331666

 [yes.exeter@youngdevon.org](mailto:yes.exeter@youngdevon.org)

#### YES Ivybridge

(Drop-in Only)

## Devon Age UK

The local arm of a national charity that provides support and information to people aged over 50.

 [www.ageuk.org.uk/devon/](https://www.ageuk.org.uk/devon/)

 0333 241 2340

## Devon Faith and Belief Forum

A local organisation that aims to bring together representatives of different faiths and traditions to promote mutual understanding and appreciation.

 [devonfaiths.org.uk](https://devonfaiths.org.uk)

## Hikmat Devon CIC

A Community Interest Company that supports and promotes minority ethnic communities in the county.



[www.hikmatdevon.co.uk/](http://www.hikmatdevon.co.uk/)



01392 757220 or 07837 577814

## Exeter Picturehouse

This cinema offers regular autism-friendly screenings for autistic people and their friends, families and carers.



[www.picturehouse.co.uk/cinema/exeter](http://www.picturehouse.co.uk/cinema/exeter)

# Support for Carers

The following groups offer advice and support for those who act as carers for an autistic person.

## National Autistic Society (NAS)

Alongside their work with autistic people, the NAS also provides advice and support for those who care for them. Some of the local NAS branches run dedicated support and social groups for parents and carers. These groups are free to attend.

 [www.autism.org.uk/services/home/parents-carers.aspx](http://www.autism.org.uk/services/home/parents-carers.aspx)

 0808 800 4104

 [supportercare@nas.org.uk](mailto:supportercare@nas.org.uk)

### NAS Exeter & District Parent/Carer Group

 Exeter

 Monthly, third Monday of each month (term time only)

 10.00-12.00

 Free, but donations welcome

### NAS Plymouth Parent/Carer Group

 Plymstock

 Monthly

 19.00 - 21.00

 Free, but donations welcome

 [plymouthparentsupport@nas.org.uk](mailto:plymouthparentsupport@nas.org.uk)

### NAS Tavistock & District Parent/Carer Group

 Tavistock

 Monthly

 Free, but donations welcome

 [www.nasbranch.org.uk/tavistockanddistrict](http://www.nasbranch.org.uk/tavistockanddistrict)

 [tavistockanddistrict@NAS.org.uk](mailto:tavistockanddistrict@NAS.org.uk)

## DAANA

The Devon Autism and ADHD diagnostic service runs a support and information group for friends and family. This group is free to attend, but is **only open to relatives or carers of those who have received a diagnosis from the DAANA team.**

## Exeter Parent Carer Network

An informal collective of parents and carers living in and around the Exeter area, who have come together to offer mutual support and encouragement.

 [exeterparentcarer.co.uk](http://exeterparentcarer.co.uk)

### Exeter Parent Carer Cafe

An informal space for parents and carers of children with additional needs to meet each other, share experiences, and relax. There are always biscuits.

-  **Wonford, Exeter**
-  **Weekly, every Tuesday and Thursday**
-  **10.00 - 12.00**
-  **Free, but donations are welcome**
-  [info@exeterparentcarer.co.uk](mailto:info@exeterparentcarer.co.uk)

## North Devon Forum for ASC and ADHD

As a parent- and carer-led group, the North Devon Forum for Autism Spectrum Conditions and ADHD offers plenty of support and guidance for carers of autistic people in the North Devon area. Alongside their regular support groups, they host regular talks by professionals and experts.

You will need to apply for membership to attend any of the groups or events.

 [www.ndfautism.co.uk/index.php/join-us/parents](http://www.ndfautism.co.uk/index.php/join-us/parents)

For more information:

-  [www.ndfautism.co.uk/](http://www.ndfautism.co.uk/)
-  **07923 481332**
-  [info@ndfautism.co.uk](mailto:info@ndfautism.co.uk)

### NDF Coffee Mornings

An informal social and support group for members, both autistic adults and parents/carers.

-  **Barnstaple**
-  **Monthly, last Thursday of each month (except December)**
-  **10.00 - 12.00**
-  **Free, but donations are welcome**
-  [info@ndfautism.co.uk](mailto:info@ndfautism.co.uk)

## Affinity

A Tiverton-based group for young people aged under 25 and their parents, carers and/or family. The group offers support both during and after diagnosis, helping carers share their experiences and strategies, and allowing children to meet and socialise with each other. They also invite professionals and experts to attend.

 [www.affinitysupportgroup.org](http://www.affinitysupportgroup.org)

 07917 188911

 [affinity.tiverton@gmail.com](mailto:affinity.tiverton@gmail.com)

### Affinity Support Group

A support group run on the first two Wednesdays of each month, with one in the morning and one in the afternoon to give parents every opportunity to attend.

 Tiverton

 Monthly, first two Wednesdays of each month

## Community Links SW CIC

A social enterprise based in Okehampton, that offers professional support for families of children with additional educational needs. They focus on early-years intervention and one-to-one mentoring for parents, but also offer a peer-support group for parents of children with autism and/or ADHD.

Their services are not free, but subsidised rates are available, subject to eligibility.

 [www.communitylinks-sw.co.uk](http://www.communitylinks-sw.co.uk)

 01837 55105

 [info@communitylinks-sw.co.uk](mailto:info@communitylinks-sw.co.uk)

### Okehampton Autism/ADHD Parent Support Group

A support group for parents and carers of children with autism and/or ADHD. A formal diagnosis is not required to attend.

 Okehampton

 Varies - see website for dates

 10.00 – 11.30

 Free

 [www.communitylinks-sw.co.uk/events/](http://www.communitylinks-sw.co.uk/events/)

## Carers UK

A national charity that provides support and advocacy for carers across the country. The charity does not produce much autism-specific material, but their general services and advice can be useful to someone who cares for an autistic person.



[www.carersuk.org](http://www.carersuk.org)



0808 808 7777



[advice@carersuk.org](mailto:advice@carersuk.org)

## Contact

A national charity for families of children with disabilities. They offer advice and support online and via a telephone service, plus workshops and support groups nationwide. Their website has a search feature for services and events in your area.



[www.contact.org.uk/](http://www.contact.org.uk/)



0808 808 3555



[helpline@cafamily.org.uk](mailto:helpline@cafamily.org.uk)

## Devon Carers

A county-wide service that provides information, support and signposting for carers living in Devon. They provide advice via a telephone helpline and a 'live-chat' feature through their website.



[www.devoncarers.org.uk](http://www.devoncarers.org.uk)



03456 434435



[info@devoncarers.org.uk](mailto:info@devoncarers.org.uk)

## Caring for Carers

A support and advice service for carers living in Plymouth, run with the support of Age UK. They offer a range of support groups, workshops and social activities, and also run a Carers Card discount scheme.



[www.improvinglivesplymouth.org.uk/our-services/caring-for-carers](http://www.improvinglivesplymouth.org.uk/our-services/caring-for-carers)



01752 201890



[caringforcarers@improvinglivesplymouth.org.uk](mailto:caringforcarers@improvinglivesplymouth.org.uk)

### Plymouth Mental Health Carers Support Group

A support group for anyone who cares for an autistic person, a person with a mental health issue, or someone with OCD.



Plymouth



Twice monthly, second and fourth Thursday of each month



01752 211243

## Torbay Carers Services

Torbay Council has a website dedicated to information for carers living in the area.



[www.torbayandsouthdevon.nhs.uk/services/carers-service/](http://www.torbayandsouthdevon.nhs.uk/services/carers-service/)



**01803 666620**



[signposts@nhs.net](mailto:signposts@nhs.net)

## Tissues and Issues

A Torbay-based combination support group and coffee morning for family members, including siblings, of children with SEND or a disability. The group has an attached creche for the children. A formal or pending diagnosis is required.



[fis.torbay.gov.uk/kb5/torbay/fsd/service.page?id=5hqTbkhVnKY](http://fis.torbay.gov.uk/kb5/torbay/fsd/service.page?id=5hqTbkhVnKY)



**07796 470009**

# Autism Training

If you, or your organisation, is looking to learn more about autistic people, the following organisations offer training courses to help raise awareness and understanding.

## Dimensions for Autism

DFA offer introductory awareness training courses for businesses, carers and anyone who wants to learn more about the experiences of autistic people. All sessions are delivered by DFA's autistic members. There is a charge for the sessions, to cover the costs of paying the instructors.



[www.dimensionsforautism.life](http://www.dimensionsforautism.life)



[trishdarke.dimensionsforautism@gmail.com](mailto:trishdarke.dimensionsforautism@gmail.com)

## MindEd

A national training organisation focused on the mental health of children and young people, with a range of courses targeted at parents/carers and professionals. They also have some online resources about autism, which can be found by searching for 'autism' on their website.



[www.minded.org.uk/](http://www.minded.org.uk/)

## BILD

BILD offers free training and consultancy focused on Positive Behavioural Support (PBS), a corrective therapy technique used on autistic people.



[www.bild.org.uk/capbs/pbs-awareness-course/](http://www.bild.org.uk/capbs/pbs-awareness-course/)

## BIS-Net

Run by Exeter-based charity CEDA (Community, Equality, Disability Action), the Behaviour Intervention Support Network (BIS-Net) provides training in challenging behaviour, autism, PDA and ADHD for parents and professionals. They also offer two-day behavioural support workshops for parents and carers.



[www.cedaonline.org.uk/bis-net](http://www.cedaonline.org.uk/bis-net)



01392 360645



[info@cedaonline.org.uk](mailto:info@cedaonline.org.uk)

## Other Useful Links

These links didn't fit well into any of the main categories, but we still think they're useful, so we collected them here just in case you need them.

### The Royal College of GPs

This organisation has made autism a priority for training and awareness over the next three years, autism awareness training is to be made available to all mainstream healthcare professionals and disability employment advisers.



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

### Family Dog Workshops

Workshops for parents/carers of a child aged 3-16 with a clinical autism diagnosis.



[www.dogsforgood.org/family-dog](http://www.dogsforgood.org/family-dog)

### General Information

Resources intended to support autistic people in developing their social skills



[www.thegraycentre.org/get-help](http://www.thegraycentre.org/get-help)

Workshop information from Alongside Autism 'for Carers of Adults' on the spectrum



[www.alongsideautism.co.uk/papa-presentations.html](http://www.alongsideautism.co.uk/papa-presentations.html)

General information on strategies and resources



[www.autism.org.uk/about/strategies.aspx](http://www.autism.org.uk/about/strategies.aspx)

# Appendices

Further information on specific subjects

## Appendix 1: Important Legislation about Autism

### The Autism Act (Nov 2009)

[www.legislation.gov.uk/ukpga/2009/15/contents](http://www.legislation.gov.uk/ukpga/2009/15/contents)

### Fulfilling and Rewarding Lives Strategy – Autism Strategy (March 2010)

This is an update of Autism Act (2009)

### The Think Autism Strategy (2014) Autism Strategy update

[assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/299866/Autism\\_Strategy.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/299866/Autism_Strategy.pdf)

In March 2015, further new statutory guidance replaced the existing guidance from 2010, stating that local authorities and the NHS should provide autism awareness training for all staff, and must provide specialist autism training for key staff such as GPs.

[webarchive.nationalarchives.gov.uk/20130104203954/http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_113369](http://webarchive.nationalarchives.gov.uk/20130104203954/http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_113369)

This is the Joint Commissioning Strategy for Devon (integrated Devon, Plymouth and Torbay) ‘**Living Well With Autism Strategy**’

[//irp-cdn.multiscreensite.com/daa5b68f/files/uploaded/Living%20well%20with%20autism%20-%20joint%20strategy%20update%20%282%29.pdf](http://irp-cdn.multiscreensite.com/daa5b68f/files/uploaded/Living%20well%20with%20autism%20-%20joint%20strategy%20update%20%282%29.pdf)

### The Care Act (2014)

[www.legislation.gov.uk/ukpga/2014/23/contents/enacted](http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted)

**Protection under the Equality Act 2010.** Regarding **Reasonable Adjustments**, see Appendix (4).

### Valuing People (2001)

This is a White paper that highlights **Rights, independence, choice and inclusion** for people with learning disabilities.

[assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/250877/5086.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/250877/5086.pdf)

## Appendix 2: Housing

**Universal Credit Helpline** 0800 328 5644 (Monday to Friday, 8am to 6pm)

[www.gov.uk/universal-credit/how-to-claim](http://www.gov.uk/universal-credit/how-to-claim)

**Exeter City Council Housing Advice team** Tel: 01392 265726 (during normal office hours) [housing.advice@exeter.gov.uk](mailto:housing.advice@exeter.gov.uk) **Housing Benefit and Council tax support** 01392 265440, Rents team 01392 265475, Benefit and welfare advice 01392 265440. [exeter.gov.uk/benefits-and-welfare/how-to-claim-benefits/what-you-need-to-know-about-benefits/benefit-support-available/](http://exeter.gov.uk/benefits-and-welfare/how-to-claim-benefits/what-you-need-to-know-about-benefits/benefit-support-available/)

For those on low income help with council tax (called Council Tax Support or Council Tax Reduction) should still be applied for to your Local Authority separately from any claim for Universal Credit.

[exeter.gov.uk/benefits-and-welfare/how-to-claim-benefits/what-you-need-to-know-about-benefits/](http://exeter.gov.uk/benefits-and-welfare/how-to-claim-benefits/what-you-need-to-know-about-benefits/)

### **Support for council tax in other areas**

East Devon District Council Tel: 01395 517446

[eastdevon.gov.uk/benefits-and-support/council-tax-support/](http://eastdevon.gov.uk/benefits-and-support/council-tax-support/)

Mid Devon District Council: [www.middevon.gov.uk/residents/benefits/council-tax-reduction/](http://www.middevon.gov.uk/residents/benefits/council-tax-reduction/)

North Devon Council: [www.northdevon.gov.uk/council-tax/discounts-exemptions-and-support/](http://www.northdevon.gov.uk/council-tax/discounts-exemptions-and-support/)

West Devon Borough Council: email [benefits@swdevon.gov.uk](mailto:benefits@swdevon.gov.uk)  
[www.westdevon.gov.uk/article/1938/Apply-for-Council-Tax-Reduction](http://www.westdevon.gov.uk/article/1938/Apply-for-Council-Tax-Reduction)

South Hams District Council: email [benefits@swdevon.gov.uk](mailto:benefits@swdevon.gov.uk)  
[southhams.gov.uk/article/4327/Council-Tax-Reduction-if-you-are-on-a-Low-Income](http://southhams.gov.uk/article/4327/Council-Tax-Reduction-if-you-are-on-a-Low-Income)

Teignbridge District Council: email [revandbens@teignbridge.gov.uk](mailto:revandbens@teignbridge.gov.uk)  
[www.teignbridge.gov.uk/council-tax/reduce-your-council-tax/council-tax-support/](http://www.teignbridge.gov.uk/council-tax/reduce-your-council-tax/council-tax-support/)

Torridge District Council: Tel 01237 428700 email [benefits@torridge.gov.uk](mailto:benefits@torridge.gov.uk)  
[www.torridge.gov.uk/article/11057/Council-Tax-Support](http://www.torridge.gov.uk/article/11057/Council-Tax-Support)

Torbay Council: [www.torbay.gov.uk/benefits/hb-cts/cts/](http://www.torbay.gov.uk/benefits/hb-cts/cts/)

Plymouth City Council: Tel 01752 668000 (select 3)  
[www.plymouth.gov.uk/home/counciltax/counciltaxsupport](http://www.plymouth.gov.uk/home/counciltax/counciltaxsupport)

## Appendix 3: Making Complaints

**Citizens Advice** national advice line: 03444 111 444 or see [www.citizensadvice.org.uk/](http://www.citizensadvice.org.uk/) CAB have local offices based across Devon.

Your **local Healthwatch** can help you find independent NHS complaints advocacy services in your area. **Healthwatch Devon**. Tel: 0800 520 0640 or write to Devon Communities Together, 1st Floor, 3&4 Cranmere Court, Lustleigh Close, Exeter, EX2 8PW.

**Healthwatch Torbay** Tel: 0800 520 029 or write to Free post RTCG-TRXX-ZKJ, Room 17 The Library & Information Centre, Great Western Road, Paignton, TQ4 5AG.

**Healthwatch Plymouth** Tel: 0800 923 0039 or write to Unit 37, HQ Building, 237 Union Street, Plymouth, PL1 3HQ.

**Patient Advice and Liaison Service (PALS)** Tel: 0800 073 0741 or 01392675686 or Email: [dpn-tr.pals@nhs.net](mailto:dpn-tr.pals@nhs.net) or write to Wonford House, Drydon Road, Exeter, Devon, EX2 5AF. Offer confidential advice, support and information on health-related matters. They provide a point of contact for patients, their families and their carers. You can find officers from **PALS** in your local hospital. Find your nearest PALS by calling NHS 111. Or contact the **Patient Experience Team** (PALS Complaints)

**NHS England** [www.england.nhs.uk/contact-us/complaint/](http://www.england.nhs.uk/contact-us/complaint/)

You can also contact social services at your **local council and ask about advocacy services** [www.nhs.uk/service-search/Local-Authority-Adult-Social-Care/LocationSearch/1918](http://www.nhs.uk/service-search/Local-Authority-Adult-Social-Care/LocationSearch/1918)

**Equality and Human Rights Commission**. Provides information, including Equality Act guidance, including information on disability discrimination. [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

**Age UK** may have advocates in your area (if you are over 50). Tel: 0800 055 6112 or visit [www.ageuk.org.uk/](http://www.ageuk.org.uk/)

**Finding an MP** - [www.parliament.uk/mps-lords-and-offices/mps/](http://www.parliament.uk/mps-lords-and-offices/mps/)

## Appendix 4: Reasonable Adjustments and the Equality Act (2010)

**The Equality Act (2010)** applies to England, Wales and Scotland. Implementing the provisions of EU directive 2006/54/EC.

The full text of the act is available at [www.legislation.gov.uk/ukpga/2010/15/contents](http://www.legislation.gov.uk/ukpga/2010/15/contents)

There are guidance notes from HM Government available at [www.gov.uk/guidance/equality-act-2010-guidance](http://www.gov.uk/guidance/equality-act-2010-guidance)

Here is a guide from the CAB [www.citizensadvice.org.uk/law-and-courts/discrimination/about-discrimination/equality-act-2010-discrimination-and-your-rights](http://www.citizensadvice.org.uk/law-and-courts/discrimination/about-discrimination/equality-act-2010-discrimination-and-your-rights)

and a guide from **ACAS**, mostly concerned with employment [www.acas.org.uk/media/pdf/1/0/Equality\\_discrim\\_understand\\_basics\\_Nov.pdf](http://www.acas.org.uk/media/pdf/1/0/Equality_discrim_understand_basics_Nov.pdf)

Autism falls under the “protected characteristic” of “disability”. Whilst there is no need to have an official diagnosis this can be helpful.

### **The act defines the following as unlawful:**

**Direct discrimination:** That is treating someone less favourably because they possess (or are assumed to possess) a protected characteristic. It doesn't matter if this is deliberate or not.

**Indirect discrimination:** That is where there is a rule, policy or similar which applies to everyone in the same way. But which places people with a certain protected characteristic at a disadvantage.

**Discrimination arising from disability:** This is where disabled people are treated unfavourably because of something connected to their disability. It may be difficult to tell this apart from indirect discrimination.

**Harassment:** Unwanted behaviour in relation to a protected characteristic which results in the recipient feeling intimidated, offended, degraded or similar.

**Victimisation:** This is where someone is treated less favourably because of making a previous complaint about discrimination or supported someone else in making such a complaint.

In certain cases, indirect and disability discrimination may not be unlawful. This is known as “objective justification”. What this means is that the organization in question needs to have a good reason for doing so and could not achieve this without discriminating.

**The following are defined in the act.**

**Positive action:** This mainly applies to employment. Enabling an employer to offer a job or promotion to an autistic person over a non-autistic person. Assuming that both are qualified and competent for the job in question.

**Reasonable adjustments:** These are changes organisations make in order to address discrimination arising from the protected characteristic of disability. These could include changing how things are done, including policies and procedures; changing physical features, including ambient light and sound levels or providing extra aids and services.

Since autism is a spectrum condition, applicable reasonable adjustments depend very much on the individual, thus any examples of reasonable adjustments should be considered a suggestion.

Also covered in the act is “public sector equality duty”. The organisations include central and local government, the NHS, police, regulatory authorities, the armed forces, schools & universities, as well as companies carrying out public functions, such as electricity, water, gas or telephone companies and housing associations. These have specific duties to consider how their policies and decisions affect people protected under the Equality Act. Specifically, to do the following: eliminate unlawful discrimination, advance equality of opportunity & foster or encourage good relations between people who share a protected characteristic and those who don't.

Chapter 18 of the book “PDA by PDAers”, by Sally Cat (ISBN 1785925369) covers several general reasonable adjustments.

These include: rewording and explaining rules and procedures, allowing the use of email (or similar) rather than the telephone, keeping people informed, giving clear rather than approximate times.

Although this chapter is written from the point of view from someone with a PDA profile of autism, it is likely to be useful to autistic people generally, for example, many autistic people dislike using the phone and this can become a barrier to access to services.

## **Healthcare**

Here is some information in relation to reasonable adjustments in healthcare, this article mentions being able to email GPs, and other NHS staff, amongst many other adjustments

[www.ambitiousaboutautism.org.uk/talk-to-others/2015-04-09/reasonable-adjustments-autistic-people-are-entitled-to-by-law-from](http://www.ambitiousaboutautism.org.uk/talk-to-others/2015-04-09/reasonable-adjustments-autistic-people-are-entitled-to-by-law-from)

## **Education**

Examples of direct discrimination, indirect discrimination, discrimination due to disability and reasonable adjustment in relation to autistic pupils in a primary or secondary school environment, can be found here... [www.autism.org.uk/about/in-education/resolving-disagreements/discrimination-gb.aspx](http://www.autism.org.uk/about/in-education/resolving-disagreements/discrimination-gb.aspx)

Disability Rights UK has a list of reasonable adjustments for autistic university students. These may also be useful to other students.

Section 4 of [www.disabilityrightsuk.org/adjustments-disabled-students](http://www.disabilityrightsuk.org/adjustments-disabled-students)

These include: Having access to a specific member of staff for support needs or concerns. Having course materials and exams in clear plain English, avoiding unnecessary use of metaphor and inference. Having a written transcript of information usually given verbally.

## **Work**

Here is some information with regards to reasonable adjustments in the workplace, from Bristol Autism Support [www.bristolautismsupport.com/reasonable-adjustments-at-work-for-autistic-adults/](http://www.bristolautismsupport.com/reasonable-adjustments-at-work-for-autistic-adults/)

These include: Headphones or access to a quiet area to avoid sensory overload, use of text messaging in place of phone or face to face meetings, flexible working hours and not having to take part in workplace social events.

Information can also be found via this TUC report “Autism in the Workplace” [www.tuc.org.uk/sites/default/files/Autism.pdf](http://www.tuc.org.uk/sites/default/files/Autism.pdf)

These include: avoiding variable shift patterns, having a quiet working environment, support in the case of changes being made, provision of a mentor and avoiding ‘hot desking’.

And from Autism Network Scotland:

[employment.autismnetworkscotland.org.uk/information-for-employers/reasonable-adjustments/](http://employment.autismnetworkscotland.org.uk/information-for-employers/reasonable-adjustments/)

These include: Clear job descriptions which avoid hyperbole and jargon and meeting agendas to be followed and distributed prior to meetings. Autism Network Scotland also make the point that, in practice, only a few adjustments may be required.

## Appendix 5: Pathological Demand Avoidance (PDA)

This information is important, as different strategies are required for those who have PDA to those who have ASC. Typical autism strategies won't work with a PDA profile.

PDA as with other Autism profiles is a lifelong disability and PDAers need for support will change at different stages of their life, depending on how their condition affects them. Evidence so far, suggests that the earlier the diagnosis, with the appropriate support given, the more able and independent they are likely to become.

People with a demand avoidant profile share difficulties with others on the autism spectrum in social communication, social interaction and restricted and repetitive patterns of behaviours (including sensory seeking or sensory avoiding behaviours).

However, PDAers are driven to avoid everyday demands and expectations to an extreme extent. This demand avoidant behaviour is rooted in an anxiety-based need to be in control of their environment and avoid other people's demands and expectations.

The demand avoidant profile is increasingly being recognised and it's important to understand the distinct behaviour profile as it has implications for the way a person is best supported. Those with the PDA profile will need tailored support, with a clear understanding of their needs. Strategies that tend to be successful for the other profiles on the spectrum tend not to work for those with the PDA Profile.

People with a demand avoidant profile may appear to have better social understanding and communication skills than others on the autism spectrum, which they often use this to their advantage. They may use manipulation, distraction, giving excuses and could even have Non-epileptic Seizures brought on by anxiety. However, they might not really have as good an understanding of social matters as it seems. At times the anxiety can be so intense, that even if they are aware of what they are doing, they are unable to change their way of behaviour as their brain goes into a coping strategy mode, which can turn into full blown meltdown and exhaustion. They can be confrontational and impulsive. PDAers may mask how they feel especially girls, which is why it goes undetected.

The distinctive features of a demand avoidant profile include: resists and avoids the everyday demands of life; uses social strategies as part of avoidance as described above, they may appear sociable, but can lack understanding; experiences excessive mood swings and impulsivity; may appear comfortable in role play and pretence or the obsessive behaviour is most often focused on people.

People with this the PDA profile can appear controlling and dominating, especially when they feel anxious. However, they can also be enigmatic and charming when they feel secure and in control. It's really important to acknowledge that these people have a hidden disability and that getting the appropriate support (which is different) to other ASC profiles as the strategies used for other ASC will not work for PDAers.