

**MINUTES**

Tuesday 18<sup>th</sup> March 2025 - 10.00 - 12.30 (via Teams)

*Chairing meeting today*

**Margaret White** - Co-chair of HAPB, Hampshire Autism Voice member

**Present:**

**Jason Norum** - Head of Commissioning young adults, Learning Disability, Mental Health and Physical Disability and Adults Autism Lead, AHC, HCC

**Zoë Beasley** – Hampshire Autism Partnership coordinator (& minute taker)

**Adele Brand** – Team Leader, Voiceability

**Ann Bryant** - Learning Disability and Autism Transformation Manager, Frimley ICB

**Cerys Williams** - Hampshire Autism Voice member

**David Carter** - Chair of NAS South Hampshire Branch

**Gemma Langman** - GP and Clinical Champion for Learning Disabilities and Autism

**Heather Mitchell** - Director of Population and Health Equity, Southern Health

**Jon Pritchard** – Associate Director of Population & Health Equity, Southern Health

**Katie Board** - IAG service manager, Autism Hampshire

**Leigh Drury** - Early Years inclusion team leader and EY Autism Lead, CSD, HCC

**Mark Hewer** – Disabled Childrens Team lead, District Manager, CSD

**Paul Richardson** - Chair of Hampshire Parent Carer Network

**Rachel Carter** - Hampshire Autism Voice member & Vice chair NAS S. Hampshire

**Robyn Kohler** – CEO, Citizen’s Advice Hampshire

**Rosemary Goodrich** - Hampshire Autism Voice member

**Sgt Emma Pragnell** - Out of court disposals, Hampshire Constabulary

**Tim Crowhurst** – Engagement officer, Healthwatch Hampshire

**Vanessa Cosby** - Hampshire Autism Voice & Autism Ambassador coordinator

**Su Seymour** - Hampshire Autism Voice member

**Beth Ford** - User Involvement Manager, Hampshire and Isle of Wight ICB

**Saricka March** - Learning Disability Specialist, South Central Ambulance Service (SCAS)

**Alyson Miller** - Hampshire Autism Voice member

**Michael White** - Hampshire Autism Voice member & GP

**Apologies:**

*Cllr Lesley Meenaghan - Co-Chair & Hampshire County councillor*

*Alison Dyer - Disability Employment Advisor Lead for Solent and IOW, DWP*

*Catherine Barnard - Transformation Lead, Adult Mental Health/All Age Autism and ADHD, ICB*

*Chris Williams - Head of Service North & NE Older Adults, AHC HCC*

*Ileana Cahill - Public Health Principal, Public Health*

*Julian Radcliffe - County Education Manager & Head of Ed Psychology, CSD, HCC*

*Mark Kingswood - County Education Manager & Education Childrens Autism Lead, CSD, HCC*

*Raine Andrews - Disability Employment Advisor Lead for Solent and IOW, DWP*

*Sarah Banholzer - Regional Operations Manager Voiceability, Advocacy*

*Sarah Power – Area Operations Manage, CPS*

*Denise Long - Hampshire Autism Voice member*


*Cheryl Claxton - Head of Community Services, Autism Hampshire*

*Alice Madden-Curtis - Deputy Autism Adult Lead & Commissioning Officer AHC, HCC*

*Andrew Lund - Area Director for NW & Autism Lead for Childrens and Families Dept, CSD, HCC*

## Agenda items:

1. Welcome and chairing today (Margaret White)
  2. Introductions (Margaret White)
  3. [Health Inequalities \(Heather Mitchell & Jon Pritchard\)](#)
  4. [Hampshire Autism Voice Briefing Paper \(Michael White and Rachel Carter\)](#)
  5. [Strategy updates & Strategy One Year on \(Zoë Beasley\)](#)
  6. [Autism Acceptance Week comms \(Zoë Beasley\)](#)
- Break, refreshment and network
7. [HAPB representation & Terms of Reference \(Co-chairs & Zoë Beasley\)](#)
  8. [HAPB inputs – review of survey \(Zoë Beasley\)](#)
  9. [June HAPB – Mental Health Charter workshop \(Zoë Beasley\)](#)
  10. [Any Other Business \(Margaret White\)](#)

Agenda Item	Subject	Action
1.	<p><u>Welcome and chairing today (Margaret)</u></p> <p>All members welcomed by Margaret.</p>	n/a
2.	<p><u>Introductions/ Minutes of last meeting and any matters arising/ HAPB actions</u></p> <p>Introductions given by all No concerns or corrections arising from previous minutes</p> <div style="text-align: center;">  <p>Action Log for HAPB.xlsx</p> </div> <p>HAPB actions reviewed:</p> <ul style="list-style-type: none"> <li>• Various actions ongoing from September 2024 regarding inputs to bring back to HAPB at appropriate point – <i>to remain open until input dates confirmed.</i></li> <li>• All other actions completed</li> </ul>	n/a
3.	<p><u>Health Inequalities (Heather Mitchell &amp; Jon Pritchard)</u></p> <p>Short overview of agenda item introduced by Michael White.</p> <p>Heather opened the meeting by providing context on the formation of the new organisation, which came into being on 1st October 2024 through the merger of Southern Health NHS Foundation Trust, Solent NHS Foundation Trust, Isle of Wight community and mental health services from the and Hampshire based CAMHS (Children and Adolescent Mental Health Services) services, previously delivered by Sussex Partnership NHS Foundation Trust. While not all services are yet unified, the organisation is nearing full integration across Hampshire and the Isle of Wight.</p> <p>The Trust strategy being is created, which will soon be presented to the Board for approval. There are four strategic focuses, of which health inequalities is one that requires a higher emphasis than previously.</p>	1. <i>Arrange future input to follow up progress</i>

Heather and Jon's posts include looking at these focus areas in delivering services. Neurodivergent individuals are a core cohort recognised across all ages, so consideration is being given as to how the priorities are shaped. Heather noted that the Chief Nurse has recognised the absence of a strategic plan for autism and neurodivergence as a gap. As a result, a comprehensive plan is being developed. This pulls it together collectively and will comprise of:

- A gap analysis
- A comprehensive strategic plan
- Presentation to the Quality Committee by May 2025


Within current priorities, some projects are progressing including:

- The Reasonable Adjustments Flag (RAF) will go live shortly, enabling users to record their needs once for sharing across services via the National Care Register (NCR). Full system integration is targeted for December 2025. A paper version is also in development to support digitally excluded individuals, with general practitioner notification processes in place.
- Environmental standards are being introduced to improve sensory accessibility in mental health settings. Inpatient environments have not accommodated autism. This has led to the co-development of environmental standards. Beth Ford explained the detail including that the standard will contain estates guidelines and staff-facing environmental management standards, covering lighting, sound, smell, and colour schemes. Over 2,000 service users contributed to a colour palette consultation. Both standards will launch on 1st April 2025.
- A neurodivergence awareness campaign is also underway, including educational materials and screensavers.
- Neurodivergence training is expanding, including Anna Freud and NAPA (National Activity Providers Association) programmes. The Trust is also developing a patient portal for self-recording adjustments and protected characteristics.
- CAMHS teams in Portsmouth have piloted autism-inclusive practices, that are now being expanded to the Isle of Wight and potentially across Hampshire. *Gemma Langman shared a personal experience of exclusion from CAMHS services, reinforcing the importance of this work.*
- Jon Pritchard provided an update on data improvements. The Insights Team has shifted from retrospective compliance reports to proactive weekly reports, enabling staff to collect missing data during upcoming appointments. This is expected to significantly improve the Trust's ability to analyse access, experience, and outcomes through a health equity lens.




#### Questions and reflections:

> Gemma Langman

- Raised concerns about the Reasonable Adjustments Flag. She questioned whether the technology is in place to ensure adjustments recorded by GPs are transferred to hospitals.
  - *Heather responded that the technology will not be fully integrated at launch, but national targets aim for interoperability by December 2025. Developments around the NHS App and*

	<p><i>patient portals are being worked on that may allow individuals to self-record adjustments and protected characteristics.</i></p> <ul style="list-style-type: none"> <li>• Explained that a lot of doctors and nurses do not understand reasonable adjustments <ul style="list-style-type: none"> <li>– <i>Beth added that a paper-based version of the Reasonable Adjustments Flag is being developed. This booklet will allow users to carry a physical record of their needs and will be shared with GPs. The Trust will notify GPs when a booklet is created, ensuring awareness even without digital integration.</i></li> </ul> </li> <li>• Highlighted the stigma faced by autistic individuals without learning disabilities</li> <li>• Warned of potential training LD &amp; autism fatigue among clinical staff due to overlapping training requirements, such as the Oliver McGowan programme.</li> <li>• Asked if the annual health checks for autistic individuals are still being pursued. She noted that these checks could be a valuable opportunity to identify reasonable adjustments and physical health issues that might otherwise be overlooked. <ul style="list-style-type: none"> <li>• <ul style="list-style-type: none"> <li>– <i>Heather agreed that the physical link needs to be recognised</i></li> </ul> </li> </ul> </li> </ul> <p>&gt; Zoë shared a statistic from the Hampshire Autism Strategy public survey that 85% of autistic individuals reported that they felt that being autistic was the main reason they couldn't access healthcare appointments. She emphasised the importance of addressing barriers before individuals reach crisis point and asked how the Trust plans to track the effectiveness of the Reasonable Adjustments Flag. <ul style="list-style-type: none"> <li>– <i>Heather explained that tracking the effectiveness of adjustments will involve user feedback, data monitoring, and capital planning. Indicators are still being defined.</i></li> </ul> </p> <p>&gt; Zoë also asked whether Public Health teams are involved in the strategy to avoid duplication of efforts. <ul style="list-style-type: none"> <li>– <i>Heather confirmed that Assistant Directors of Public Health from Hampshire, Portsmouth, Southampton, and the Isle of Wight are actively engaged and that she is attending all local Health and Wellbeing Boards to ensure alignment.</i></li> </ul> </p> <p>Zoë shared the link to the Hampshire Autism Partnership webpage where the strategy documents are located which will support the Trust in reviewing language and engagement materials.</p> <p><i>Heather welcomed this collaboration and is committed to returning to the board with updates.</i></p>	
4.	<p><u>Hampshire Autism Voice Briefing Paper (Michael White)</u></p>  <p>HAV Briefing paper for the HAPB March 2</p> <p>Summary of report given.</p>	<p>2. Look to bring ND Gosport group in as input.</p> <p>3. Open letter to ICB re concerns on merging of</p>

<ul style="list-style-type: none"> <li>• Updates included new members, Mental Health Charter, and new Neurodiversity Gosport group launch: <ul style="list-style-type: none"> <li>• Two new HAV members are now in place.</li> <li>• Mental Health (MH) Charter - Clarification that the MH charter will only include addition of ADHD and not all neurodivergence.</li> <li>• Neurodiversity Gosport group – this has been created in partnership with Gosport Voluntary Association and Community first launching 2<sup>nd</sup> April. Six people are involved including a HAV representative.</li> </ul> </li> <li>• Concerns raised about merging autism with learning disabilities (LD) and ADHD both in strategies and training. Proposal for an open letter to ICBs and trusts to maintain autism as a distinct focus.</li> <li>• Neurodiversity profiling tool concerns</li> <li>• Transition issues from children to adult services continue to be an area of concern, particularly around expectations, continuity of care, medication reviews, and re-evaluation of diagnoses.</li> </ul> <p>Feedback from local groups and events given, including that 17<sup>th</sup> May 2025 is the 20<sup>th</sup> anniversary of the South Hampshire NAS branch.</p> <p><u>Questions/reflections:</u></p> <p>&gt; Michael put a query to Beth Ford regarding when we would see results of the Autism &amp; ADHD referral and assessment service survey.</p> <p>– <i>Beth explained she was meeting with Catherine Barnard next week then will go over the results and actions and will present to ASG when available.</i></p> <p>&gt; Concerns were raised about the conflation of autism and Learning Disabilities (LD) in the neurodiversity (ND) strategy.</p> <ul style="list-style-type: none"> <li>• Beth highlighted that merging both autism and LD leads to misconceptions and overcompensation.</li> <li>• Su shared her experience of an individual being incorrectly placed on the LD register, resulting in professionals not speaking to her directly.</li> <li>• Gemma noted the difficulty of removing patients from the LD register from a GP perspective</li> <li>• Gemma advised that the Oliver McGowan training does not address these nuances.</li> <li>• Gemma expressed concern about merging autism and ADHD, especially as clinical lead roles are being removed. Beth agreed this is reinforcing misunderstandings.</li> <li>• <i>Group agreed that open letter to all CEO's ICB and all trusts is appropriate about the loss of the ICB neurodiversity clinical lead role</i></li> <li>• <i>Strategy audit tool – Beth has a document that may aid with this.</i></li> </ul>	<p>LD and Autis mm.</p> <ol style="list-style-type: none"> <li>4. Beth to share audit document re autism and LD</li> <li>5. Check about transition 'guide' with IFT – what is in place.</li> </ol>
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<p>5.</p>	<p><u>Strategy updates overview &amp; Strategy One Year on</u></p> <p> Strategy 1yr on.docx</p> <p>Zoë provided a one-year update on the autism strategy, highlighting significant collaborative progress across sectors including education, employment, health, and criminal justice.</p> <p>Key developments included a multidisciplinary approach in education, clearer communication for families, post-16 provision planning, and increased consistency in criminal justice engagement. The Autism Ambassador scheme continues to grow, and the strategy’s themes are being used to shape Autism Acceptance Week communications. A recent report on the economic case for prioritising autism will also be shared to support future planning.</p> <p>Despite this progress, challenges do remain, particularly around funding constraints, staffing pressures, and persistent gaps in awareness and understanding.</p> <p>Zoë emphasised the importance of recognising the progress made while acknowledging the significant challenges that remain. The HAPB needs to maintain momentum, especially in the face of structural changes and resource constraints. Zoë encouraged the board to continue refining the strategic direction, ensuring that the voice of autistic individuals and their families remains central to implementation of all planning and delivery.</p>	
<p><u>Break, refreshment and network</u></p>		
<p>6.</p>	<p><u>Autism Acceptance Week comms (Zoë Beasley)</u></p> <p>  Autism Acceptance Week 2025 CommuniAutism Acceptance w Comms plan for</p> <p>Details of the communication plan for Autism Acceptance Week discussed.</p> <p><b>Theme Proposal:</b> The group discussed using a slogan like “Facts over Fads” to challenge misconceptions about autism, especially those spread via social media. Alternative wording such as “Facts over Fiction” and “Truths, not Trends” were also considered to ensure clarity and inclusivity across age groups.</p> <p><b>Content Plan:</b> Each day of the week will focus on a different theme aligned with the strategy (e.g. education, health, employment, criminal justice). Preference for still images with quotes (rather than videos) to maximise engagement and simplify sign-off.</p>	

	<p><b>Call for Contributions:</b> Members were invited to submit quotes or images (with consent) from autistic individuals or carers to be featured.</p> <p><b>Next Steps:</b> A poll confirmed support for the proposed approach. Final materials will be coordinated with HCC comms and shared across partner networks.</p>	
7.	<p><u>HAPB representation &amp; Terms of Reference (Co-chairs &amp; Zoë Beasley)</u></p> <p>Zoë gave an overview on the board's role and posed the question to members as to whether they felt representation was correct and if the Tor's needed further review.</p> <p>Jason Norum spoke about the function of the HAPB which has not fundamentally changed. The HAPB has no budget and no specific jurisdiction. There is an intrinsic benefit in sharing information. There is a desire to increase the board's functionality, but not sure how that happens currently. Consideration also needs to be given to the proposed devolution and reform plans.</p> <p>In terms of representation members would like to see wider CPS representation back in place and CAMHS representation flagged as a gap but recognised that capacity issues may make this a challenge. <i>Zoë explained that we have CPS contact now but still struggling with probation so will look to try and get them back in place.</i></p> <p>Paul Richardson expressed concern that capacity is a real challenge for CAMHS currently, so not sure that they will be able to attend regularly. <i>Zoë will consult with Catherine Robson to discuss the best way forward.</i></p> <p>A brief board discussion followed and Margaret concluded that best to revisit this once other elements are known.</p> <p><i>&gt; Agreement by the board to maintain current structure, but revisit after local Government reforms and Hampshire boundaries are clearer.</i></p> <p>Michael raised a question about how SCAS identifies and supports autistic or neurodivergent individuals, particularly those who are frequent users of the 111 service.</p> <p><i>Sarika March, SCAS, explained that:</i></p> <ul style="list-style-type: none"> <li>• <i>Her role sits within Patient Safety and Quality Directorate at SCAS, created following a CQC inspection around two years ago.</i></li> <li>• <i>Although her title references learning disability, she also covers neurodivergent patients and works closely with patient experience teams, though there is currently no dedicated autism or neurodivergence subgroup.</i></li> <li>• <i>There is a clinical lead for mental health and LD, and there is a need for autism adaptation</i></li> <li>• <i>A key focus for SCAS is identifying individuals who may need additional support, including training call handlers to recognise communication needs.</i></li> <li>• <i>SCAS is also developing accessible information to help people understand who to contact for different types of support.</i></li> </ul>	6. <i>Discuss CAMHS representation at HAPB</i>

	<ul style="list-style-type: none"> <li>• <i>There is a flag to identify frequent callers which is currently linked to the address. There are national criteria relating to frequent callers</i></li> <li>• <i>Some call handlers have access to the National Care Record (NCR) Spine, although not everyone</i></li> <li>• <i>There is work around a digital flag with eventual access to the RAF</i></li> <li>• <i>Hoarding is an issue depending upon the scale of hoarding, with different levels relating to a fire risk</i></li> <li>• <i>SCAS makes 200 safeguarding referrals daily, although there is a balance between flooding the system and sharing valuable information</i></li> </ul> <p>Agreed be beneficial to bring a SCAS input forward to get further detail.</p>	
8.	<p><u>HAPB inputs – review of survey (Zoë Beasley)</u></p> <p>Zoë gave an overview of the results of the survey which showed that the top priorities that members would like focus on are:</p> <ul style="list-style-type: none"> <li>• Health inequalities</li> <li>• Suicide prevention</li> <li>• SEND services</li> <li>• Criminal Justice System</li> <li>• DWP no wrong door</li> </ul> <p>Agreement to bring in updates at future meetings with a variation of topics in each meeting where possible, to ensure benefit for all members attending.</p>	
9.	<p><u>June HAPB – Mental Health Charter workshop (Zoë Beasley)</u></p> <p>Tabled on day whilst work is still progressing with ICB to finalise changes to the charter with HLOW NHS.</p>	
10.	<p><u>AOB</u></p> <ul style="list-style-type: none"> <li>• Mark Hewer – hope to be able to update HAPB on aligning Disabled Children’s teams (DCT) into locality teams further – will update when more is known.</li> <li>• Koala professionals open afternoon 24<sup>th</sup> March 4-6pm</li> <li>• Skills for care update - <a href="#">Workforce update for services that support people with a learning disability and/or autistic people</a> which includes a useful piece on <a href="#">Tackling inequalities for adults with learning disabilities</a></li> <li>• Report from LSE by Martin Knapp et al titled “The economic case for prioritising autism in policy and reform”, published December 2024: <a href="#">Autismeconomics.pdf</a></li> </ul> <p>NAS Campaign re support needs: <a href="#">A Constant Fight</a></p>	
	<b>Next meeting: In person 17<sup>th</sup> June</b>	



Action	Action responsibility	Completion date requested	Completed	Updates
1.send project spec to ZB to share to HAPB core	Tina Woodcock	by next HAPB	Yes	shared and in ICB bulletin
2.Bring Koala into board re project to ASG/HAPB	Zoë Beasley	as appropriate	Ongoing	Discussions begun for 2025 input
3.look to link with ICB health and care inequalities board. GL/ZB	Zoë Beasley	asap	yes	
	Gemma Langman			
4.bring LeDer as input to HAPB	Zoë Beasley	as appropriate	Ongoing	
5.arrange meeting with key members re ToRs	Zoë Beasley	asap	Yes	
6. Discuss future input on the inclusion board's work with focuses on EBE and EBSA to HAPB	Zoë Beasley	as appropriate	yes	
	Julian Radcliffe			
7. Bring NHSE/prison in to ASG/HAPB for input	Zoë Beasley	as appropriate	Ongoing	
8. Bring NHSE data representative as input to ASG/HAPB	Tina Woodcock	as appropriate	No	closed



## Hampshire Autism Voice (HAV) Update Brief to Hampshire Autism Partnership Board (HAPB)

Tuesday 18 March 2025

The following update from HAV covers their activities since December 2024.

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### 1 Autism Ambassadors

HAV is a partner in this scheme along with Hampshire County Council (HCC), Southampton City Council, Portsmouth City Council, Isle of Wight Council, Autism Hampshire and NAS South Hampshire branch.

- Two training sessions have been delivered since the December HAPB meeting. An online training session took place in February and an in-person course in March. A further 36 people have been appointed as Ambassadors, bringing the total to 1320. A further online course is scheduled in May and another in-person course in June in Romsey.
- An Ambassadors networking meeting has been arranged for 31 March. An afternoon in-person session will take place at Nashe Way, Fareham at 2pm-4pm, and then an online evening session at 7pm-9pm.
- The 2025 annual conference will take place on 6 November at Ashburton Hall. We are looking for speakers.
- Membership renewal for 25/26 will begin in April.

### 2 HAV membership

HAV is looking for new core members to take over from current members who will step down in the near future. Three autistic candidates have been selected and will be invited to future HAV meetings.

### 3 Mental Health Charter

Michelle Broughton, Senior Delivery Manager for Children and Young People (CYP) and neurodiversity, has been given the charter to relaunch it. Two HAV members have met with her and agreed that it could be altered to include ADHD, but nothing else as it is meant to be autism specific.

### 4 HLDP (Hampshire Learning Disability Partnership) Complex Needs Group

A HAV member attends this group which is meeting quarterly in 2025. Discussed in January and February meetings:

- Health passports
- VIP (Vulnerable In Patients) red kit bags
- Annual health checks
- Sensory/Communication boxes (which are now at 95% of GP practices in Hampshire!)
- Respect Forms, rather than DNRs

- Care Certificates
- Mandy Grahamsley, Assistant Head HCC Care Services – Younger Adults/Adult Services came to speak about respite. There are four facilities in Hampshire, plus Shared Lives and a Crisis Centre in Havant.

Future topics include:

- Planning/Second Transition
- Respite - Plans, Provision, Future developments
- Accessible Places - Venues and good examples
- Market Development- Complex Needs specific

## 5 Health Inequalities

HAV members who attend the Autism Steering Group have provided lived-experience examples regarding autism health inequalities and how to reduce them, as part of discussions about whom to invite to HAPB regarding this topic.

The Integrated Care Boards (ICBs) have statutory duty to reduce health inequalities. HAV suggested that representatives from the ICB and public health are invited to the board to explain how they are addressing health inequalities and healthcare inequalities within autism and neurodiversity.

Lived-experience examples included:

- One HAV member is frequently too anxious to communicate with health professionals who do not listen effectively to her and miss how bad her condition is. Having a GP who know sand understands a patient well really helps. A previous GP used to attend her meetings with social services.
- Patient notes frequently go unread leading to problems such as increased anxiety from having to repeat medical history with every single staff member.
- One autistic patient known to HAV, who was recently hospitalised, was constantly offered food they could not eat due to being vegetarian and dairy free, and this resulted in increased stress.

## 6 Items for future HAPB and ASG agendas

HAV have sent suggestions for future meeting to Zoe Beasley. These are:

1. Autism and Mental Health Charter
2. Co-production
3. Health Inequalities
  - a. Health Inequalities & Core20Plus5
  - b. Care Quality Commission (CQC) appointed four test sites for their Integrated Care Systems (ICS) Engagement and Inequalities Improvement Network including HIOW ICS
  - c. Moving forward
4. Getting It Right First Time (GIRFT) representative
5. NHS England National Autism Director or equivalent
6. HIOW ICB staff reorganisation
7. Portsmouth Neurodiversity Profiling Programme
8. HIOW Neurodiversity Health Strategy Consultation draft June 2024
9. Learning from Lives and Deaths Review (LeDeR) findings
10. Regional online meeting future topics

## 7 Hampshire Carer's Partnership (HCP) & Board

Four HAV members represent us on this Partnership, including its Partnership Board. Since the last HAPB:

- Ann Meader gave an update regarding the Joint Implementation Group (JIG) and Older Adults Partnership

- There was an update from Dave Humpries on the Carers LD working group. He concluded that the new LD Partnership structure (including their “board” meeting”) has not replaced the Local Implementation Groups (LIGs).
- There is a new Parkinsons support group in the New Forest.
- Changes in Disability bus passes including new usage restrictions, and the withdrawal of the Companion Pass.

#### 7.1 **Carer’s sub-group update** Items discussed in recent months:

- Alena Mckenzie Head of Prevention NHS Hampshire & IOW, gave a presentation on behalf of the ICB about health inequalities
- Anastasia Lungu-Mulenga Head of Community Engagement & Experience. Anastasia explained PCREF (Patient & Care Race Equality Framework)
- Bank cards and payments, pre-paid cards
- Wheelchair service has issues regarding waiting times for repairs (eight weeks quoted)
- An extra meeting was arranged on 18<sup>th</sup> February to explain DRE’s (Disability Related Expenses) with Allison Barber

#### 7.2 **Carers Learning Disability (LD) working group**

- Jason Norum gave an update regarding changes at Adult Health & Care. He is losing two staff from his team and 350 staff are leaving across HCC. Devolution and various boundary changes will have an effect in the months to come. Jason also explained that the three MSP’s (Market Position Statements) are being condensed into one document. Changes to the disability bus pass schemes were discussed.
- Tina Webb and Tracy Sedgemore from the ICB explained the ongoing changes regarding the ICB restructure. 80% of the roles are now confirmed with a further 20% in negotiation. LD Health Fairs took place in February in Fareham and Southampton, and in March in Havant) but monies for further such Fairs after April (new financial Year) will have to be decided after the restructuring and financial discussions thereafter.

## 8 **Personalisation Expert Panel (PEP)**

Our HAV representatives regularly attend the monthly PEP meetings. During recent meetings the following topics were discussed:

- Philippa Mellish Head of Care Governance and Quality Assurance AHC discussed changes affecting AHC (The new Central government, New Cabinet Members and new DMT), financial challenges in 2025, CQC readiness, co-production and future engagement with PEP.
- Nomination and imminent election of a new PEP chair
- PEP member, Iain Speed, is now the Chair of Speakeasy Advocacy
- Nicky Millard – Head of Information and Advice for Adult Health and Care
- Jason Brandon Deputy director of AHC gave an update about changes in the senior team, preparations for the impending CQC inspection, devolution, and LGR (Local Government Reform)
- Lastly, John Evans OBE a founder member of PEP passed away in January.

## 9 **Neurodiversity Gosport**

A new Neurodiversity group has been created in partnership with Gosport Voluntary Association and Community First. Led by 6 people, including Lesley Meenaghan, a HAV member, a social subscriber and a representative from Gosport Borough Council. Their page on the Gosport Borough Council website will be launched on Autism Acceptance day on 2 April.

## 10 **Autism Steering Group**

Several HAV members attend the ASG. Since the last HAPB, the following topics were discussed:

- HCC area re-organisation and devolution.
- HCC workforce restructuring and mutually agreed resignation scheme (MARS).

- Strategy reports for HAPB going forwards
- Action plans template for HAPB
- Health inequalities – during which the HAV input was presented. Mortality gap is 18% without LD and 26% with LD. We need to link into this agenda. Dr Gemma Langham, Clinical Champion for Learning Disability and Autism for the Hampshire & IOW ICB (and the Suicide lead) was present. The Oliver McGowan training will help reduce health inequalities but has many issues. There have been requests to reduce the duration of training. Catherine Barnard (Transformation Lead: Adult Mental Health for Hampshire and Isle of Wight ICB) was present and spoke about re-organisation.

## 11 Autism and ADHD Referral and Assessment Service Experiences Survey

The NHS Hampshire and Isle of Wight's [Autism and ADHD Referral and Assessment Service Experiences Survey](#) was closed in January. HAV members have been heavily involved in co-designing this survey. The survey is about the Autism and ADHD referral and diagnostic process. Analysis of the results is underway.

## 12 HIOW ICB Learning Disabilities, Autism and Neurodiversity Strategy draft June 2024

Our ICB has drafted the third version of its Learning Disabilities, Autism and Neurodiversity Strategy draft in June 2024. HAV are pleased that the ICB will be reviewing this strategy and add that it is important to note neurodiversity without LD exists. Our concern is that autism should not swept up into LD or into neurodiversity. Concern was again raised that the Oliver McGowan training is potentially reinforcing a link between autism and LD, which is not always appropriate.

## 13 Transition from Children ADHD and autism service to adult mental health

A HAV member is a member of a transition task group linked with the NHS Hampshire and Isle of Wight Autism and ADHD Referral and Assessment Service Experiences Survey. The group discussed managing the transition from children to adult services, which can start at age 16 and ideally requires informed consent. Beth Ford, User Involvement Manager, Hampshire and Isle of Wight Healthcare NHS Foundation Trust, attended the meeting. Topics included the ICB contracts for ADHD prescription management.

Our HAV member emphasized the need for a simple service user guide and raised questions about a transition register, non-attendance at adult mental health service appointments, and complex needs. Beth highlighted the high number of individuals who are a given a new diagnosis of autism or ADHD which replaces an often longstanding previous diagnosis such as conditions like bipolar disorder or OCD. This “re-diagnosis” process may involve significant changes in medication, such as discontinuing long-term sodium valproate or bipolar medication.

## 14 University of Southampton

A HAV member was invited to the University of Southampton to speak about her experiences to the student nurses for their long-term conditions module.

## 15 Local Groups feedback

HAV members continue to be involved or in touch with many autism support groups across the county. The latest information includes:

### National Autistic Society South Hampshire Branch ([www.shantsnas.org.uk](http://www.shantsnas.org.uk))

NAS volunteers from the branch were volunteer stewards at the recent relaxed performance of the Mayflower Theatre pantomime.

The Branch's 20th anniversary is an all-day Autism Seminar event with two autistic speakers Dr Rachel Moseley and Nat Hawley. Tickets are available on their website.

Planning further trips to Wet Wheels, Marwell Zoo, Watercress line and Winchester Science Centre.

They now have just under 1000 individual members.

### Autism Support Group in Totton

This group, run by Youth and Families Matter (YFM), a community project of Testwood Baptist Church, is being well attended.



**Friends of In Touch** ([www.friendsofintouch.org.uk](http://www.friendsofintouch.org.uk))

Continue to support children and young people in their weekly youth clubs, and a young adults' social group. This is the organisation's 20<sup>th</sup> year and currently has funding from the National Lottery for another 4 years.

**The Zone, Farnborough**

Zone In sessions for children and their families, once per month and in the school holidays.

**Supportive Parents of Asperger Children Everywhere (SPACE) (Havant)**

Monthly group continues to meet at the Heron pub in Leigh Park.

*March 2025*

Here's a combined review of the achievements and challenges since the Hampshire Autism All-Age Strategy was published:

## **Achievements**

### **1. Education**

- **Training and Guidance:**
  - Collation and presentation of training resources for educators are underway.
  - Development of multi-agency guidance and position statements on educational initiatives is in progress.
- **Child Advocacy and Transitions:**
  - Ongoing efforts to ensure the voices of autistic children are heard and to support transitions between educational stages.

### **2. Employment and Post-16 Recommendations**

- **Career Advice and Work Placements:**
  - Actions agreed with SEN careers advisors to enhance support for autistic young people.
  - Ongoing work to secure suitable work placements and provide person-centred planning training.
- **Empowerment and Communication:**
  - Efforts to empower young people to share information with parents and carers and promote CV/job application guidance.

### **3. Health Sector**

- **Co-Design and Collaboration:**
  - Collaborative efforts to provide timely, evidence-based support without needing a formal diagnosis.
- **Mental Health and Inclusivity:**
  - Encouraging mental health providers to sign up to the Hampshire Mental Health Charter and making medical appointments more inclusive.
- **Training and Awareness:**
  - Training healthcare workers to understand and meet the mental health needs of autistic individuals.
- **System Improvements:**
  - Adding alerts to systems to recognize and address the needs of autistic patients and redesigning assessment pathways to reduce waiting times.
- **Post-Diagnostic Support and Data Sharing:**
  - Ensuring accessible, high-quality post-diagnostic support and improving data sharing between partners.

### **4. Community Support**

- **Autism Ambassador Scheme:**
  - Ensuring each team within Younger Adults has at least one designated Autism Ambassador and expanding the scheme to wider teams.
- **Oliver McGowan Training:**
  - High compliance with eLearning and Tier 1 Webinar, with ongoing analysis of Tier 2 training impact.
- **Mental Health & Hospitals Oversight:**
  - Efforts to strengthen oversight and stakeholder engagement, with ongoing conversations and initiatives led by Jason Norum.

### **5. Criminal Justice System (CJS)**

- **Specialist Advice and Training:**
  - Dissemination of the NAS guide for police officers and recruitment of Autism Ambassadors.
- **Support and Adjustments:**
  - Proactive use of registered intermediaries and improving knowledge on necessary adjustments for autistic individuals.

## Challenges

### 1. Current Obstacles

- **Hampshire County Council:** Challenges in establishing links with district housing.
- **NHS Hampshire and Isle of Wight:** Team capacity and funding issues continues to be an issue for engagement in HAPB but also in diagnostics
- **DWP:** Difficulty in engaging with Autism Inclusion Matters (AIM) on the Isle of Wight.
- **Hampshire and IOW Constabulary:** No funding for more Autism Ambassadors and the need to reflect work across the entire Criminal Justice department.
- **Autism Hampshire/Avenues Group:** Lack of awareness of Autism Alert Cards within the Hampshire and IOW Constabulary.

### 2. Addressing Challenges

- **Hampshire County Council:** Jason Norum liaising with colleagues to reestablish connections with district housing.
- **DWP:** Seeking connections to encourage AIM to work with them.
- **Hampshire and IOW Constabulary:** Developing a plan to use existing Autism Ambassadors for training and improving service in custody.
- **Autism Hampshire/Avenues Group:** Addressing the lack of awareness of Autism Alert Cards at HAPB.
- **NHS Hampshire and Isle of Wight:** Awaiting local and national approval for financial plans.

### 3. Support Needed

- **Hampshire County Council:** Wider discussion or representation to address housing challenges.
- **DWP:** Connections to encourage AIM to collaborate.
- **Hampshire and IOW Constabulary:** Funding for more Autism Ambassadors.
- **Autism Hampshire/Avenues Group:** Support in raising awareness of Autism Alert Cards.
- **NHS Hampshire and Isle of Wight:** Assistance with team capacity and funding issues.

## Overall Assessment

The Hampshire Autism Partnership Board (HAPB) has made significant progress in several key areas of the strategy, including education, employment, health, community support, and the criminal justice system. However, there are ongoing challenges that need to be addressed, particularly in terms of funding, capacity, and awareness. Continued collaboration and support will be crucial in overcoming these obstacles and fully achieving the strategy's recommendations.

## Strategy Recommendations

1. **Improving Understanding and Acceptance:**
  - Strengthen community engagement and support networks.
  - Increase autistic voices in leadership roles.
  - Organizations working closely with the Board to share knowledge and practice.
2. **Empowering Education and Transitions:**
  - Better autism-specific training in schools.
  - Improve transitions for autistic students.
  - Help autistic students advocate for themselves.
3. **Supporting Employment Opportunities:**
  - Raise aspirations and awareness about job opportunities.
  - Make workplaces more inclusive.
  - Offer support for transitioning from school to work.
4. **Addressing Health and Care Inequalities:**
  - Build better partnerships between healthcare providers and autism support services.
  - Improve access to care.
5. **Building the Right Support in the Community and Supporting People in Inpatient Care:**
  - Develop community-based support services.
  - Reduce time spent in inpatient admissions.
6. **Improving Support within the Criminal and Youth Justice Systems:**
  - Enhance knowledge and skills of CJS professionals.
  - Implement practical adjustments and support mechanisms.

## Progress Assessment

1. **Improving Understanding and Acceptance:**
  - **Achievements:** Autism Ambassador Scheme, Oliver McGowan Training, and community engagement through various events.
  - **Challenges:** Lack of awareness of Autism Alert Cards within Hampshire and IOW Constabulary.
  - **Progress:** Significant steps have been taken to improve understanding and acceptance, but more work is needed to raise awareness in specific areas.
2. **Empowering Education and Transitions:**
  - **Achievements:** Collation of training resources, development of multi-agency guidance, and child advocacy work.
  - **Challenges:** Maintaining updated information and achieving consistency in language related to neurodivergent needs.
  - **Progress:** Ongoing efforts to enhance educational support and transitions, with some challenges in maintaining consistency and updating information.
3. **Supporting Employment Opportunities:**
  - **Achievements:** Actions agreed with SEN careers advisors, work placements, and person-centred planning training.
  - **Challenges:** Disseminating information to young people and parents.
  - **Progress:** Positive steps towards supporting employment opportunities, with ongoing work to improve dissemination of information.
4. **Addressing Health and Care Inequalities:**
  - **Achievements:** Collaborative efforts for timely support, mental health charter, training healthcare workers, and system improvements.
  - **Challenges:** Team capacity and funding issues.
  - **Progress:** Significant progress in building partnerships and improving access to care, but challenges remain in capacity and funding.

5. **Building the Right Support in the Community and Supporting People in Inpatient Care:**
  - **Achievements:** Autism Ambassador Scheme, Mental Health & Hospitals Oversight, and Dynamic Support Register.
  - **Challenges:** Clarification on ownership of the Key Work Programme and improving data collection.
  - **Progress:** Ongoing efforts to develop community-based support and reduce inpatient admissions, with some challenges in data collection and program ownership.
6. **Improving Support within the Criminal and Youth Justice Systems:**
  - **Achievements:** Dissemination of NAS guide for police officers, recruitment of Autism Ambassadors, and proactive use of registered intermediaries.
  - **Challenges:** No funding for more Autism Ambassadors and need to reflect work across the entire Criminal Justice department.
  - **Progress:** Positive steps towards enhancing support within the CJS, with ongoing challenges in funding and expanding the initiative.

What HAPB should be >

## Information Sharing

### Arguments For:

- **Efficient Communication:** Facilitates the sharing of updates, best practices, and resources among partners, ensuring everyone is informed and aligned.
- **Transparency:** Promotes transparency and accountability by regularly updating stakeholders on progress and challenges.
- **Collaboration:** Encourages collaboration by providing a platform for partners to share their experiences and insights.

### Arguments Against:

- **Limited Impact:** May not drive significant change or address systemic issues effectively.
- **Reactive Approach:** Focuses on sharing information rather than proactively addressing challenges and implementing solutions.

## Strategic and Policy Driving

### Arguments For:

- **Proactive Change:** Enables the board to proactively address challenges and drive strategic initiatives that align with the autism strategy's goals.
- **Policy Influence:** Allows the board to influence policy decisions and advocate for changes that benefit autistic individuals and their families.
- **Long-Term Vision:** Provides a long-term vision and direction for autism support services, ensuring sustained progress and improvement.

### Arguments Against:

- **Resource Intensive:** Requires significant resources, including funding, personnel, and time, to develop and implement strategic initiatives.
- **Complex Coordination:** Involves complex coordination among multiple stakeholders, which can be challenging to manage effectively.

## Pushing to Be More Than That

### Arguments For:

- **Holistic Approach:** Combines information sharing, strategic planning, and policy driving to create a comprehensive approach to autism support.
- **Greater Impact:** Maximizes the board's impact by addressing both immediate needs and long-term goals, ensuring a balanced approach.
- **Empowerment:** Empowers autistic individuals and their families by actively involving them in decision-making and advocacy efforts.

### Arguments Against:

- **High Expectations:** Sets high expectations for the board, which may be difficult to meet without adequate resources and support.
- **Potential Overreach:** Risk of overextending the board's capabilities, leading to inefficiencies and burnout among members.

## Recommendations

Based on the current progress and challenges, it may be beneficial for the HAPB to adopt a **strategic and policy driving** approach while incorporating elements of **information sharing**. This balanced approach can help the board:

1. **Proactively Address Challenges:** Develop and implement strategic initiatives to tackle ongoing obstacles, such as funding, capacity, and awareness issues.
2. **Influence Policy Decisions:** Advocate for policy changes that support the goals of the autism strategy and benefit autistic individuals.
3. **Facilitate Collaboration:** Continue sharing information and best practices to promote collaboration among partners and stakeholders.
4. **Empower Stakeholders:** Involve autistic individuals and their families in decision-making processes to ensure their voices are heard and their needs are addressed.

# Autism Acceptance Week 2025 Communications Plan

**Dates:** 2nd-8th April 2025

**Slogan:** "Autism: Facts Over Fads"

## Key Themes and Activities:

### 1. Myth-Busting & Personal Stories (Day 1)

- **Activities:** Launch a small quiz to dispel myths and disinformation, share videos/quotes from autistic individuals on things they would like people to understand. Give information of ways to share information effectively and details of training available such as Ambassador scheme & Oliver McGowan.

### 2. Education (Day 2)

- **Activities:** Share resources and strategies for whole school approaches to inclusive education, feature stories from autistic students and educators. Share simple adjustments that can be implemented to support autistic children.

### 3. Employment (Day 3)

- **Activities:** Highlight success stories in the workplace, provide tips for employers and details about adjustments within the workplace. Provide information regarding job interviews and neuroinclusive practices.

### 4. Health (Day 4)

- **Activities:** Discuss the importance of addressing health inequalities, what can be done to support individuals within healthcare settings. Provide information about diagnosis and the supports that is in place around it.

### 5. Community Support (Day 5)

- **Activities:** Showcase local support groups, offer practical advice for daily living skills to promote autonomy and independence. Discuss the issues with Mental Health for autistic individuals and promote the MH charter.

### 6. Criminal Justice (Day 6)

- **Activities:** Highlight challenges in the criminal justice system, promote inclusive practices and highlight the Alert Card. Detail the vulnerabilities that autistic people may face, such as mate crime, exploitation.

### 7. Celebration (Day 7)

- **Activities:** Celebrate achievements and contributions of autistic individuals and detail the HAPB Autism Strategy with link to the HAPB webpage.

## Internal Communications:

- **Email Campaign:** Highlight daily themes and resources.
- **Intranet Updates:** Feature articles, videos, and quizzes.
- **Staff Training:** Organize short training sessions on autism awareness.

## External Communications:

- **Press Release:** Announce Autism Acceptance Week and activities.
- **Social Media Campaign:** Use hashtags like #AutismAcceptanceWeek, #LifelongJourney, #FactsoverFads.
- **Myth-Busting Quiz:** Share on social media and partner websites.

#### Quotes Needed From:

- **Women:** Share experiences and perspectives from autistic women.
  - **Younger People:** Include stories from autistic children and teenagers.
  - **Older People:** Highlight experiences of older autistic individuals.
  - **Diverse Backgrounds:** Ensure representation from various cultural and socio-economic backgrounds.
- 

#### Suggestions for Partner Contributions:

- **Personal Stories:** Encourage partners to share diverse personal stories from autistic individuals.
- **Educational Resources:** Collaborate with educators to provide inclusive education strategies.
- **Employment Success Stories:** Highlight stories of autistic individuals thriving in the workplace.
- **Health Information:** Share pathways and support options for health-related issues.
- **Community Support:** Promote local support groups and resources.
- **Criminal Justice Advocacy:** Advocate for inclusive practices in the criminal justice system.
- **Celebratory Stories:** Share achievements and contributions of autistic individuals.

VERSION .1

AUTISM ACCEPTANCE WEEK HAPB COMMS PLAN

# Hampshire **Autism** Partnership Board

# COMMUNICATIONS PLAN AUTISM ACCEPTANCE WEEK (2ND-8TH APRIL 2025)

## POTENTIAL SLOGANS

- "Autism: A Lifelong Journey, not a Trend"
- "Autism...it's not a trend"
- "Autism: Truth Over Trends"
- "Autism: Embracing Life, Not Trends"
- "Autism: Facts Over Fads" – **most popular so far**

## POSSIBLE IDEAS FOR THE WEEK:

### COLOUR THEME

- **Website Update:** Change the Hampshire headline page colour to a vibrant, attention-grabbing hue (e.g., purple or gold) for the week to signify Autism Acceptance Week.

THEME DAYS – use the strategy priorities as theme for each day across the week and use still images of individuals with quotes to help tackle topic areas with things they would like people knew such as ‘masking is.....masking isn’t...’ and ‘what would help most if dysregulated or having a meltdown in public....’

- **Day 1: Myth-Busting & Personal Stories**
  - Launch a quiz to dispel common misconceptions about autism.
  - Share blogs and videos from autistic individuals about their experiences and why it is important to build autism knowledge
  - Share stories from a diverse group of autistic individuals to demonstrate different perspectives of being autistic.
- **Day 2: Education**
  - Share resources and strategies for inclusive education.
  - Feature stories from autistic students and educators on best practice.
- **Day 3: Employment**
  - Highlight success stories of autistic individuals in the workplace.
  - Provide tips for employers on creating an inclusive work environment.
- **Day 4: Health**
  - Understanding diagnosis – why its important to people and options in pathways
  - Health inequalities
- **Day 5: Community Support**
  - Showcase local support groups and resources.
  - Offer practical advice for daily living skills that benefit autistic individuals.
  - Housing support like DFG’s and TEC advances to enable independence
- **Day 6: Criminal Justice**
  - Highlight the challenges autistic individuals face in the criminal justice system and promote inclusive practices

- Post stories/quotes from autistic individuals who have experienced the criminal justice system.
- **Day 7: Celebration**
  - Celebrate the achievements and contributions of autistic individuals in the community.
- **Key Messages:**
  - Highlight the accomplishments of autistic individuals in various fields.
  - Showcase how autistic individuals positively impact their communities.
  - Promote the importance of recognising and valuing neurodiversity.
  - Share success stories, achievements, and contributions of autistic individuals

#### INTERNAL COMMUNICATIONS

- **Email Campaign:** Send email and start and end of week to staff highlighting the theme of the day, including resources and personal stories.
- **Intranet Updates:** Feature daily updates on the intranet with articles, videos, and quizzes.
- **Staff Training:** Organise short training sessions or webinars on autism awareness and acceptance.

#### EXTERNAL COMMUNICATIONS

- **Press Release:** Announce Autism Acceptance Week and outline planned activities.
- **Social Media Campaign:**
  - Use hashtags like #AutismAcceptanceWeek, #LifelongJourney, and #FactsoverFads /#TruthOverTrends.
  - Share daily posts aligned with the theme days, including graphics, videos, and personal stories.
  - Engage with communities by encouraging them to share their own stories and experiences.

#### ADDITIONAL ELEMENTS

- **Myth-Busting Quiz:** Create an engaging quiz to dispel common misconceptions about autism. Share it on social media and partner websites.
- **Addressing Misconceptions:** Regularly post facts and information to emphasise that autism is not a trend and highlight the importance of understanding and acceptance.
- **Life Skills Tips:** Provide practical advice for daily living skills that can benefit autistic individuals. Share these tips through social media posts, blogs, and videos.

## Some social media posts tailored to promote Autism Acceptance Week 2025:

**NO** puzzle pieces, or blue themes to be used in any comms or pictures.

*Ensure images have range of ages, genders and cultures*

### Twitter

**Post:** 🌟 Join us for Autism Acceptance Week 2025! 🌟 From 2nd-8th April, we celebrate the unique contributions of autistic individuals. Let's spread awareness and promote understanding.

**#AutismAcceptanceWeek #LifelongJourney #FactsoverFads /#FactsoverFads /#TruthOverTrends**

**Image:** Include a vibrant graphic with the slogan "Autism: facts over fads/ truth over trends" and the dates of the week.

### Instagram

**Post:** 📅 Mark your calendars for Autism Acceptance Week 2025! 📅 From 2nd-8th April, we're highlighting the importance of understanding and accepting autism as a lifelong journey. Join us for a week of inspiring stories, myth-busting quizzes, and practical life skills tips. 🌟

**#AutismAcceptanceWeek #LifelongJourney #FactsoverFads /#TruthOverTrends**

**Image:** A visually appealing graphic with the slogan, dates, and a collage of images representing the daily themes (education, employment, personal stories, etc.).

### Facebook

**Post:** We are excited to support Autism Acceptance Week 2025 on behalf of the Hampshire Autism Partnership Board, happening from 2<sup>nd</sup> to 8<sup>th</sup> April! This week is dedicated to raising awareness, promoting understanding, and celebrating the contributions of autistic individuals in our community.

Each day will focus on a different theme, including education, employment, personal stories, and more. We invite you to join us in spreading the message of acceptance and understanding.

Together, we can make a difference! 🌟

**Call to Action:** Follow our page for updates and share your own stories using the hashtags **#AutismAcceptanceWeek, #LifelongJourney, and #FactsoverFads /#TruthOverTrends.**

**Image:** A comprehensive graphic with the slogan, dates, and highlights of the week's activities.

## 7 Days to Go

**Twitter:** 🌟 7 days until Autism Acceptance Week 2025! 🌟 Get ready to celebrate and promote understanding. Stay tuned for inspiring stories and events! **#AutismAcceptanceWeek #LifelongJourney #FactsoverFads /#TruthOverTrends**

**Instagram:** 📅 7 days to go! Autism Acceptance Week 2025 is almost here. Join us from 2nd-8th April for a week of awareness and celebration. 🌟 **#AutismAcceptanceWeek #LifelongJourney #FactsoverFads /#TruthOverTrends**

**Facebook:** Only 7 days left until Autism Acceptance Week 2025! We're excited to share a week full of inspiring stories, myth-busting quizzes, and practical tips. Mark your calendars and join us from 2nd-8th April! #AutismAcceptanceWeek #LifelongJourney #FactsoverFads /#TruthOverTrends

## PROJECT COMMUNICATION PLAN

### PROJECT COMMUNICATION DOCUMENTS

Use the Project communication table to identify the communication documents needed for your project, the recipients of the documents, the people responsible for creating and updating the documents, and how often the documents need to be updated.

#### PROJECT COMMUNICATION TABLE

Document	Recipients	Responsibilities	Update frequency
	Name	Responsibility	Number
	Name	Responsibility	Number
	Name	Responsibility	Number
	Name	Responsibility	Number
		Responsibility	Number
		Responsibility	Number
		Responsibility	Numbers

#### TEAM ASSIGNMENTS

Use the following table to outline the project's marketing teams, team goals, team leads and team roles.

#### Project Name project team

Name of team	Team goals	Team leads	Team roles
Name 1	Goals	Lead name	Roles
Name 2	Goals	Lead name	Roles
Name 3	Goals	Lead name	Roles
Name 4	Goals	Lead name	Roles
Name 5	Goals	Lead name	Roles