

# CHAPTER 3 Training



# Training

## Introduction

Increasing the use of existing training materials and resources was a key priority for the National ASD Development Team in 2018/19, as a further means of consolidating the work of the Team.

In particular, supporting the increased use of ASD training and support materials developed by the National ASD Development Team in partnership with our stakeholders and supporting the roll out of the National Training Framework.

In 2018/19 the Team delivered the following training programs to various audiences across Wales and which will be detailed below, Autism Aware; Learning with Autism; Working with Autism and Housing Provider Training

## Autism Aware Training

### Welsh Local Government Association & Data Cymru

- Three sessions of autism aware training were held by the National ASD Development Team for 45 WLGA and Data Cymru staff, and we are pleased to report that both organisations achieved 'Autism Aware' status to coincide with World Autism Awareness Week April 2019.

# Training

- Dr Chris Llewelyn, WLGA Chief Executive said:

“I am extremely pleased that WLGA has succeeded in fulfilling its commitment to become an Autism Aware organisation. The training provided by the National ASD Development Team to staff members was useful and practical in enhancing understanding of the condition, and to make us aware of the small steps we can all take to make our own day-to-day communication more accessible and inclusive. I would urge any organisation interested in becoming Autism Aware to get in touch with the National Autism Team.”

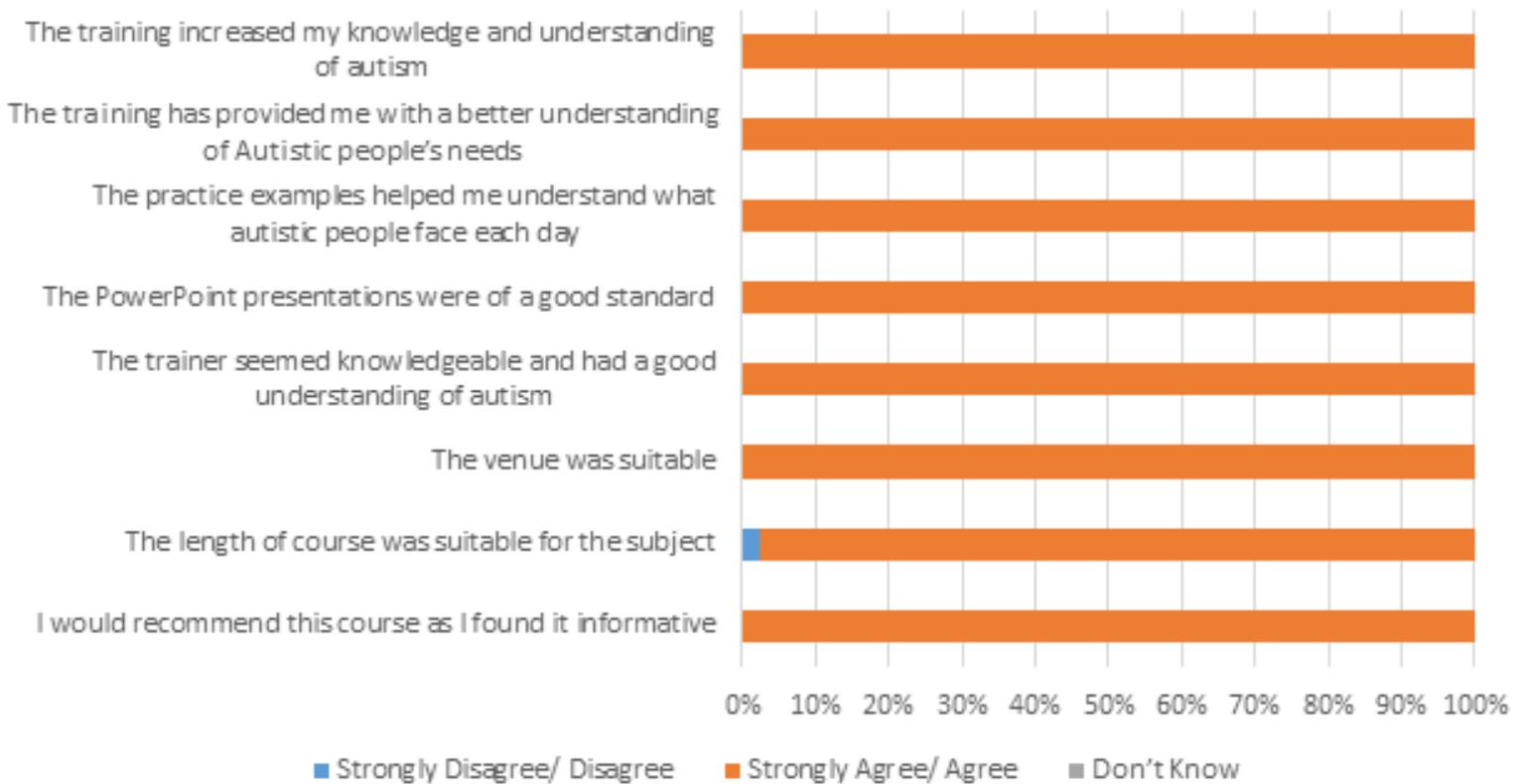
- Andrew Stephens, Executive Director of Data Cymru said:

“We decided to include autism awareness training as part of our staff development plan for 2018-19. Our staff found the training really useful, with much of it being directly applicable to our approach to dealing with our customers and colleagues. “We’re very pleased that we can now say that our staff are “Autism Aware”. The next step for us is to complete the HR scheme and become recognised as “Positive about working with autism.”

# Training

The following responses were received from the evaluation sheets following the training:

## WLGA and Data Cymru Autism Aware Evaluation Response



As can be seen from the graph, 100% of participants agreed, or strongly agreed that the training increased their knowledge and understanding of autism, 100% of participants agreed, or strongly agreed that the training provided them with a better understanding of autistic people's needs and a 100% agreed or strongly agreed that they would recommend the course as they found it informative.

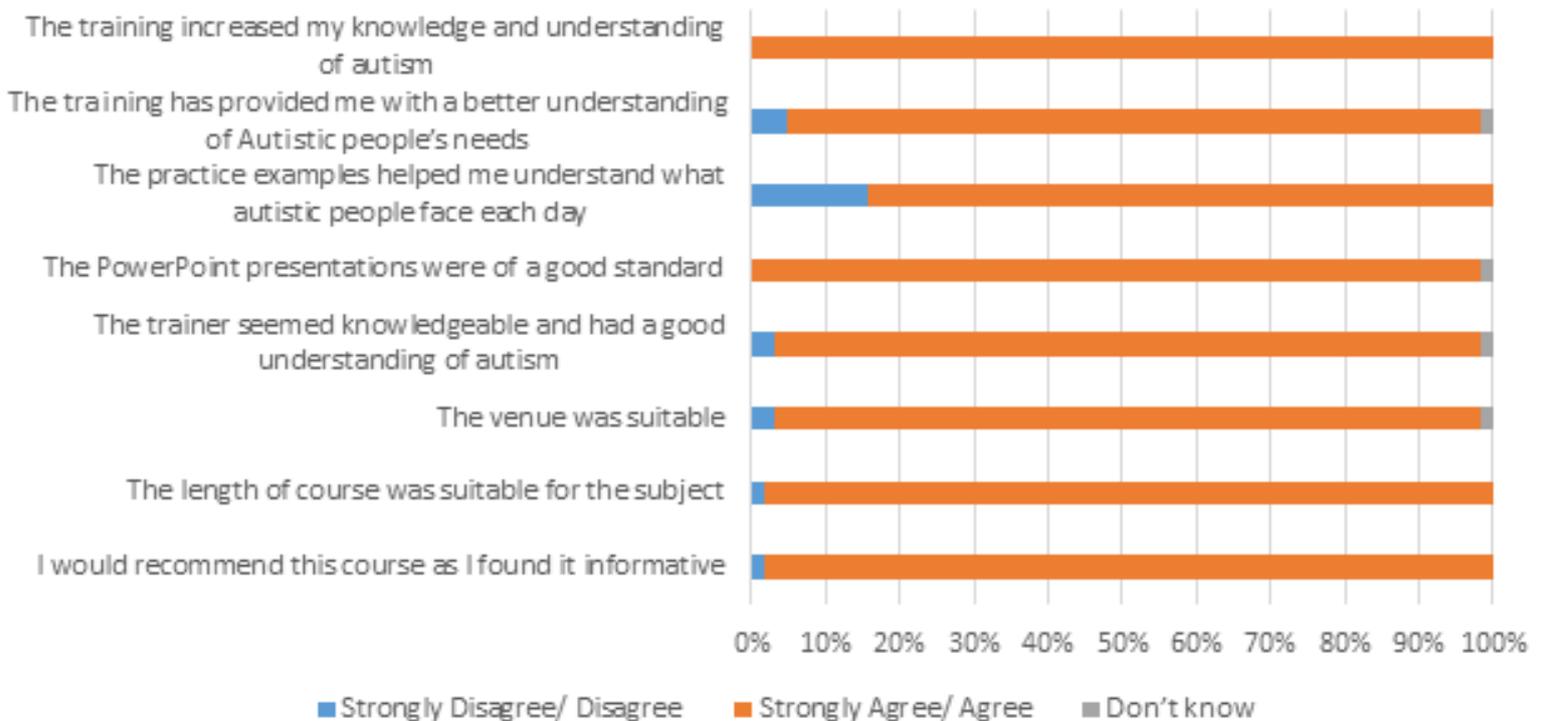
# Training

## Welsh Government

During 2018/19 the National ASD Development Team were pleased to provide autism awareness training for Welsh Government staff at 4 locations across Wales including Merthyr, Llandudno, Cardiff and Aberystwyth with 87 staff attending, as a pilot in conjunction with WG Organisational Development staff.

The following responses were received from the evaluation sheets following the training:

### Welsh Government Autism Aware Evaluation Response



# Training

As can be seen from the graph, 100% of participants agreed, or strongly agreed that the training increased their knowledge and understanding of autism, 94% of participants agreed, or strongly agreed that the training provided them with a better understanding of autistic people's needs and a 98% agreed or strongly agreed that they would recommend the course as they found it informative.

Quotes received following the sessions include:

"Will follow this up by looking at the resources on the ASDinfoWales website. Found this a very useful introduction."

"I enjoyed this session. As a family with a newly diagnosed young child these resources will be invaluable."

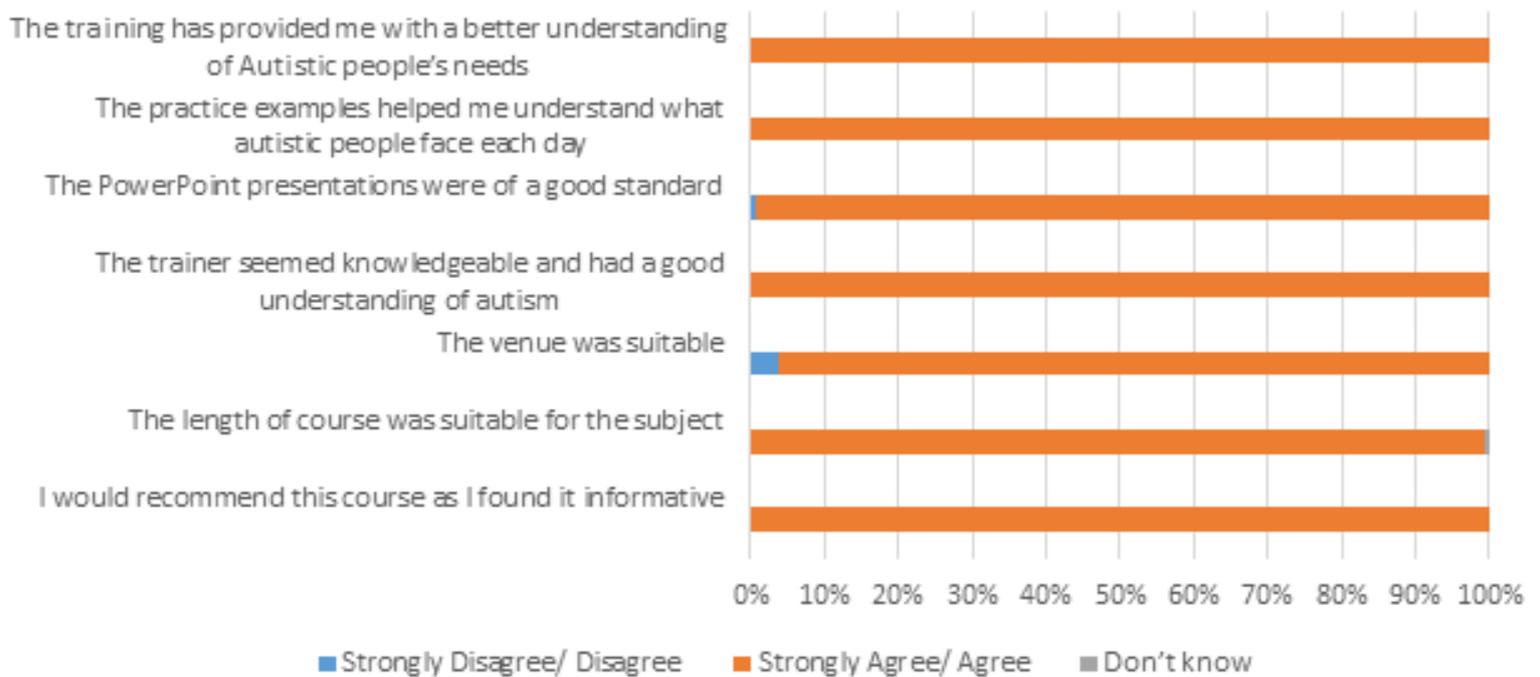
## Third Sector and Other Organisations

Autism Aware Training sessions were also held with Third Sector and other organisations over the 2018/19 period including Community Voluntary Councils, Wild Elements, Shelter Cymru, Jobcentre Plus, Lifepoint Church,, the Coastguard and the Ospreys Community Foundation.

# Training

166 individuals filled in evaluation sheets following the training, with the following data being reported.

### Autism Aware Evaluation Response



As can be seen from the graph, 100% of participants agreed or strongly agreed that the training provided them with a better understanding of autistic people's needs and 100% agreed, or strongly agreed that they would recommend the course as they found it informative.

# Training

## Learning with Autism Training

Training in the Learning with Autism Programmes, Early Years, Primary and Secondary Schools, is provided in order for early years setting and schools to follow the learning with autism programmes and achieve the award.

The National ASD Team produced an Implementation Strategy for the LwA programme to increase the take up of this significant free resource across Wales. The strategy was supported by the National ASD Leads group and aims to take a two pronged approach to engagement with education professionals: “top down” through Directors and elected Members and “bottom up” through teaching staff, parents and school staff.



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

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Over the 2018/19 period 15 training sessions were held for the Early Years programme with 202 attending the sessions. 12 training sessions were held for the Primary Schools programme including 1 super schools. 2 training sessions were held for the Secondary Schools programme.

From the evaluation of the Early Years sessions 100% of attendees agreed or strongly agreed that the training provided them with a better understanding of autistic children's need's in early year's settings. In addition, 99% agreed or strongly agreed that the training films were useful and easy to understand.

# Training

Quotes received following the sessions include:

"Excellent presentation, the programme will be well received by Flying Start Early Years Settings. I am looking forward to using the tools and resources within the settings and supporting them to adapt their practice where necessary.  
Thank you."

"Great course, I will now feel much more confident when caring for a boy with autism in my care."

Very positive feedback was also received following the Learning with Autism Primary School setting training. These included:

"An excellent explanation of autism, and how to respond to children with the condition. Many useful strategies, thank you."

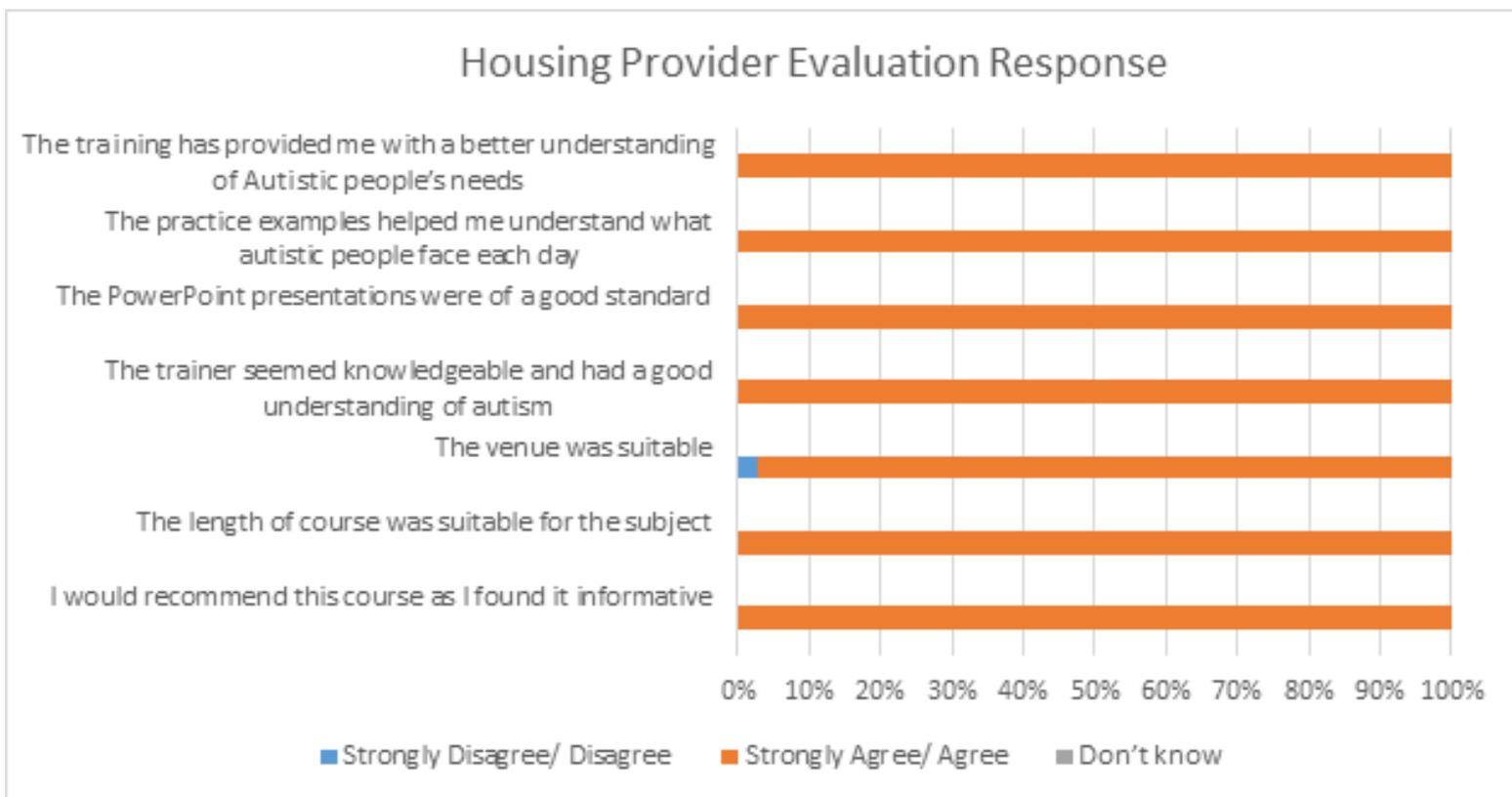
"Thank you very much, a very useful course. The website looks very helpful as well."

# Training

## Housing Provider Training

The National ASD Development Team have a Housing Provider Scheme which is aimed at helping housing provider staff increase their awareness and understanding of the needs of autistic individuals.

This training was provided over 5 sessions in 2018/19 with 70 staff attending, with the following data being reported through evaluation forms.



As can be seen from the graph 100% of participants agreed, or strongly agreed that the training provided them with a better understanding of autistic people's needs, a 100% agreed or strongly agreed that the practice examples helped them understand what autistic people face each day and a 100% agreed or strongly agreed that they would recommend the course as they found it informative.

# Training

Quotes received following the sessions include:

"The activity was useful to understand more about autism."

"Very good awareness training."

## Train the Trainer Sessions

The National ASD Development Team also provided "Train the Trainer" session with regards to the general autism awareness training in 2018/19 and delivered this to National Museum of Wales staff, the Ospreys Community Foundation staff team, as well as the Lifepoint Church in Swansea.

This is a strategy that the team is likely to employ more in the future in order to provide sustainable and resilient training across Wales. Ultimately, increasing the awareness and understanding of autism across Wales requires strong community engagement.

The National ASD Development Team responded to a request from a Christian Church in Swansea, whose priority has been on meeting the needs of children with learning disabilities and their families.

The team spent an afternoon delivering a full programme of training to the paid and unpaid staff in the church and received very positive feedback.

We will be looking to review this approach and rolling out with the support of the National ASD Leads in 2019/20.

# Training

Quotes received following the Lifepoint Church sessions include:

“The training is extremely informative and gave me a great understanding of autism and how it affects individuals and how to identify signs and affects of autism. The trainers - Sara Harvey, Wendy Thomas, Fran Rees - are extremely knowledgeable of autism and deliver the training at a great pace and keep us engrossed in the presentation.”

“The stories, illustrations, definitely the film, and the power point were all very appropriate. The film made me think, "you've got it!". Very clearly communicated! And your ladies were warm, friendly and professional. Thank you for being so understanding. I'm truly grateful.”

“This training was vital, practical and precisely targeted to the needs of our organisation. The trainers were outstandingly informed, passionate about their subject, and really helpful in responding to our particular needs and questions. Our community will significantly benefit as a result of this training session.”

# Training

## Outcome

Case Studies from Swans Community Trust and the National Museum of Wales:

### Swans Community Trust

The Swans Community Trust was a core sponsor of the National Autism Wales Conference. The Swans Community Trust is Swansea City AFC's registered charity, and is at the heart of the club and at the heart of the local community.

Through the Premier League & BT Disability Fund the Swans Community Trust provides a range of sessions to break down barriers to participation and encourage more disabled people to get involved, sessions include the Autism Spectrum Disorder (ASD) Football Club in conjunction with Cwm Wanderers.

Helen Elton, Head of Community at the Community Trust commented:

"Our mission is to use Swansea City AFC as a force for positive change within our communities, creating the conditions needed for communities to flourish. One of our five goals is to work for equality and inclusion, so it was very important to us to be part of the National Autism Conference - especially with its theme of Wellbeing which is an area in which we are confident we can add value."

# Training

In addition to this, the Swans have developed a video which gives supporters with disabilities an idea of what to expect on a match day, which is particularly helpful to autistic supporters:

<https://www.swansea-city.com/news/swans-support-day-disabilities>.

They have also created a match day advice booklet for autistic supporters and their parents and guardians:

<https://www.swansea-city.com/sites/default/files/document/2018-07/Swans%20ASD%20Matchday%20Booklet%20Online.pdf>.

This is an example of the pro-active work the Swans and their registered charity, the Community Trust, have undertaken which is making a real difference to autistic supporters of the club.

Also, the Minister for Health and Social Services, Vaughan Gething, AM was pleased to announce at the National Autism Conference 2019 that the Swans had secured funding from the Premier League for a permanent sensory room at the Stadium, which will further increase the wellbeing of autistic football fans and their families across the region.

# Training

## National Museum of Wales

### Outcome

DS was introduced to the National Museum of Wales (Cathays Park site) via his school. He was 15 years old and was being educated in a special needs unit in a local comprehensive school.

### First Meeting

On meeting DS, along with his teacher, it was agreed that the placement would be for a six-week period for one day a week in a “shadowing role” so that DS could gain experience of visitor care, health and safety and security.

It was decided that his placement would be on a Friday from 9:30am until 5pm. At this point in his life, DS was unable to travel alone and was not left on his own at home – his mother couldn't work due to her being his full-time carer.

### First Day

On DS's first day I gave him a basic fire evacuation briefing and explained what his duties entailed. I placed him with an experienced member of staff and I observed DS from a distance to ascertain if the role was suitable for him.

I quickly could see that DS was becoming uncomfortable as he started to rapidly pace the gallery whilst continually flicking his fingers, wringing his hands, and talking to himself. After taking him off the gallery and asking for his feelings on the placement, DS explained to me that the day was too long, and he needed time to get used to his first position of “Shadowing”.

# Training

My solution was to reduce his day from 6.5 hours to 3 hours, and that I would meet with DS every day for 30 minutes before he started work.

In this 30 minute period, DS and I would talk about a variety of topics, as I quickly discovered that DS is stimulated by constantly researching a wide range of topics and he needed somebody to tell what he had discovered through his research.

## Development

DS slowly progressed over the six weeks and although he still paced and occasionally flicked his fingers and talked to himself it did appear he was calmer in himself. As his placement drew to its planned end DS became quite upset as he didn't want it to end.

I contacted his school and his mother and offered to keep DS on the placement indefinitely, and the offer was accepted by all. DS has developed exceptionally over the seven years he has been with us – he now interacts with our staff and visitors really well and is extremely communicative, he no longer talks to himself, flicks his fingers or paces. DS took up karate and has progressed from Welsh to British and European and is now World Champion in his category, and if accepted into the next Olympics, DS will represent his country in the Paralympic.

DS's mother now has employment as DS can be left on his own, travel on his own, and attends college – all the things DS's mother thought wouldn't be possible and attributes it all to his placement in the museum and his role of being directly in contact with our staff and visitors and feeling a part of something.

# Training

## Today

DS is now nearly 23 and has developed to the point where I have had him trained as a “hands on” facilitator in special science exhibitions.

His flair for research has meant he excels at this and has no problem communicating with our visitors, and as special exhibitions opens, DS will continue as a facilitator.

I still spend time with DS and he helps me with any I.C.T problems – he is highly computer literate! DS has also had a beneficial effect on my staff – it has acted as a learning experience for them by breaking down barriers and challenging stereotypes often linked to Autism.

DS's inclusion has been the upmost for me to arrange autism awareness training and further autism champion training.

This training has been open to all staff and has been well received throughout all 7 of Amgueddfa Cymru sites.