

Neurodiversity Action Plan Update



Difficult words

In this report there are some difficult words.

Here is what they mean:



Criminal justice system

Services like the:

- Police
- Courts
- Prison
- Probation

are the criminal justice system.

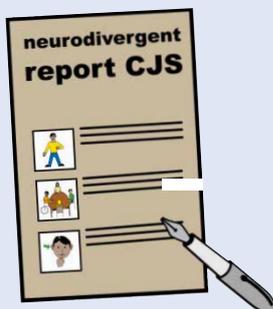


CJS

Many people say or write CJS when they mean the criminal justice system.

Because CJS is:

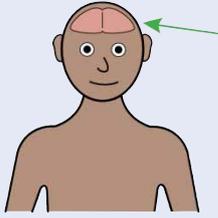
- Easier to read.
- What people often say.
- What is often written.



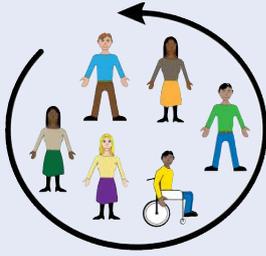
We say CJS in this report.



Neurodivergence

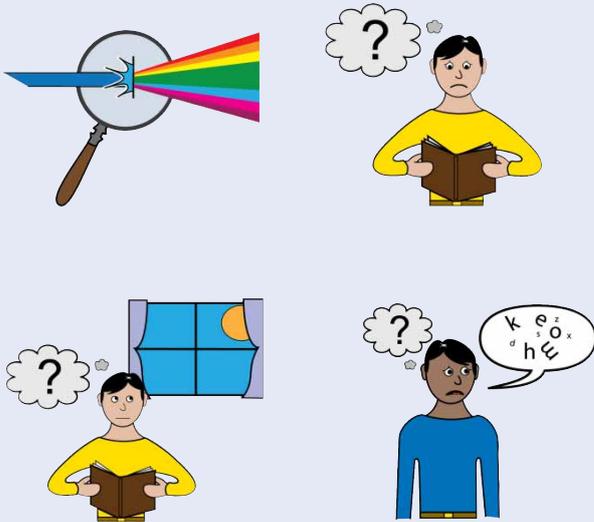


Neuro means about the brain.



Divergence is about difference.

Neurodivergent people may:



- Be autistic.
- Have learning difficulties or disabilities.
- Have Attention Deficit Hyperactivity Disorder – ADHD.
- Have speech and language difficulties.
- Have tic disorders.
- Have brain injuries.



Person centred support

This is support that is made to fit a person's wants and needs.



The report talks about some big groups and teams. Some of these are:



The Home Office

Part of their job is to cut crime and the harm crime does.



The Ministry of Justice

They lead the work on courts, prison and probation.



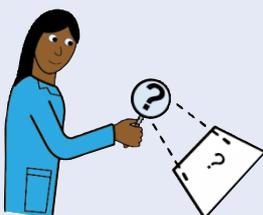
His Majesty's Court and Tribunals Service

They look after courts and tribunals.



His Majesty's Prison and Probation Service

They run the prisons and community services that people get sent to by the courts.



Inspectors

People who check how services are doing are called inspectors. They work in Inspectorates.



His Majesty's Inspectorate of Prisons

They check prisons.



His Majesty's Inspectorate of Probation

They check probation services.



The Department for Health and Social Care

They lead plans for health and social care.



They look after the NHS in England.



Legal Aid Agency

They give help and advice about the law in England and Wales. This helps people with their legal problems.



His Majesty's Inspectorate of Constabulary and Fire & Rescue Services

They check Police, Fire and Rescue services.



What is this report about?



Sometimes people need support because of their neurodivergence.



They might need support with their mental health too.



All support should be right for the person. It should look at all their needs.

communication



friend



It might include things like communication, relationships, learning new things and coping with the world around them.



In 2021 there was a big report. This was written by by inspectors from the Prison and Probation services. They were helped by inspectors from the Police, Fire and Rescue Services.



CJS

The big report was about how neurodivergent people could be better supported in the CJS.

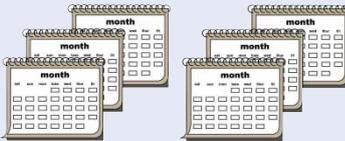


The report told the Government 6 ideas to make things better.

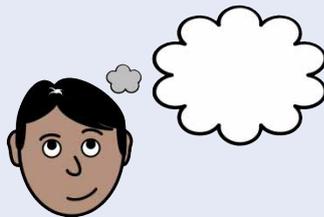
action plan



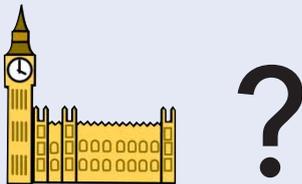
After the report, an action plan was written. This said what would be done and who would do it.



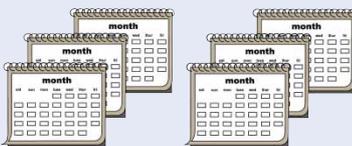
This leaflet tells you about the first 6 months of the action plan. It tells you:



- About each idea.



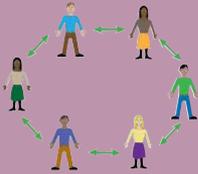
- If the government agreed to the ideas.



- What has happened in the last 6 months.



- What will happen next.



Idea 1 – Working together



The report said that these people need to work together to write a plan to make things better:



- The Ministry of Justice.



- The Home Office.



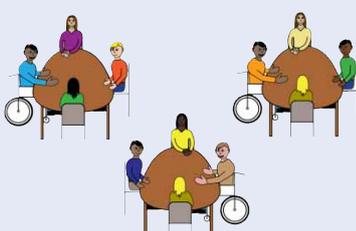
- The Department for Health and Social Care.



- The Department for Education.



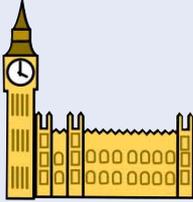
- The Welsh Government.



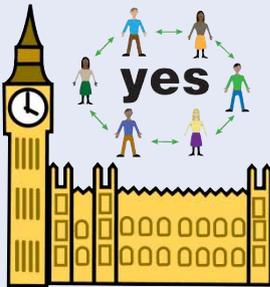
This plan needs to be written with people with lived experience of neurodivergence and the CJS.



Did the Government agree to this idea?



They partly agreed with this idea.



The Government agreed that working together is important.

big plan



A whole new big plan is not needed right now. This is because many needs of neurodivergent people are already in other plans.

small plan

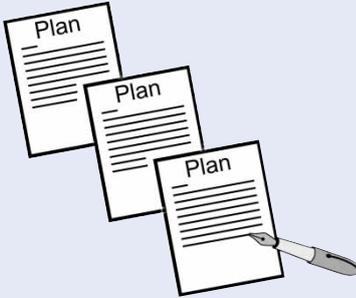


They wanted a smaller plan which covered things not already being done.

How is this going?

Here are the other plans:

other plans



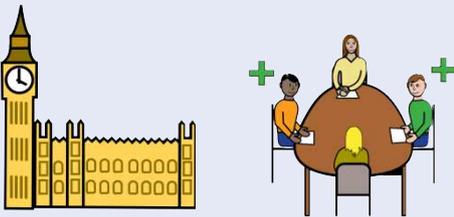
- Building the Right Support Action Plan.
- Autism Strategy Refresh.
- The Prison Strategy White Paper.

support



Actions in these plans will also make sure neurodivergent people get the right support.

What else is happening?

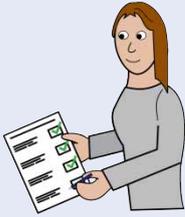


A group of people from different parts of the Government have met 4 times. In this report, we call this group the Government Group.



This has helped health, prison, probation, courts and the police work together.

check



They have looked at what needs to be done.



They will make sure things in this action plan get done.

working group



Another group looked at what happens at each stage of the CJS. In this report, we call this group the Working Group.

They looked at things like:



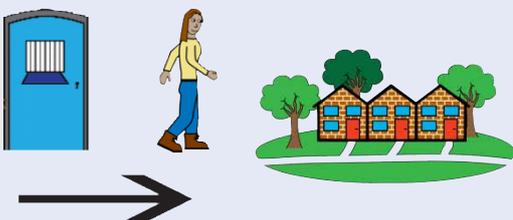
- The Police.

- Court.



- Prison.

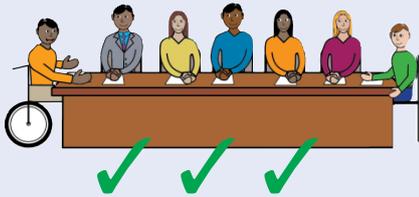
- Probation.



- Release.

- Community services.

working group



The Working Group found that lots was already happening to make things better.

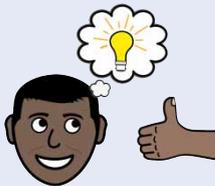


The Working Group found other things that needed to be done. They made a plan to do these.



Here are some things that have been done so far:

good ideas



- The Police are gathering examples of good work. This will give everyone ideas about how to support neurodivergent people well.



signpost



- His Majesty's Courts and Tribunal Services have written a signposting plan. This shows how they help people get support from other places.



- The Legal Aid Agency is working with the Ministry of Justice.

support

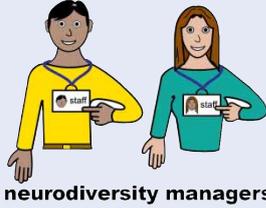


They will make sure neurodivergent people get the advice they need and support to understand Court and Sentencing.

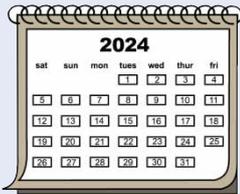


They will say what needs to be done by the next update.

new staff



- Prison and Probation have 48 new Neurodiversity Support Managers.



By 2024 there will be a Neurodiversity Support Manager in every prison in England and Wales.

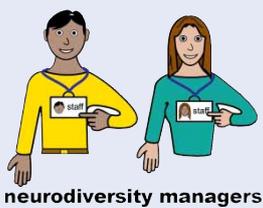
supported learning



supported work



These managers help make sure the prison knows about neurodivergent people in the prison and support them properly.

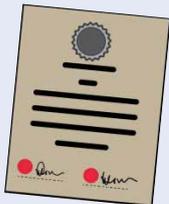


head office



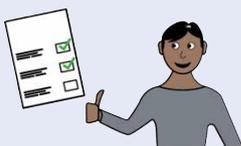
The Neurodiversity Support Managers have help to work together and get things going. This help is from a team at His Majesty's Prison and Probation Service's head office.

autism friendly



Prisons are being encouraged to be Autism Accredited. This is like a qualification. It shows prisons how to support Autistic people well.

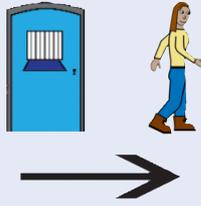
passed



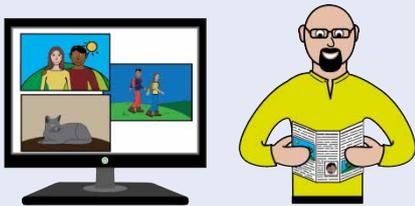
4 prisons have already passed.
14 are working on it.



- The Ministry of Justice is trying out new tools.



These tools will help neurodivergent people as they leave prison.



An example is an online tool called Turning Pages. This helps people with reading.



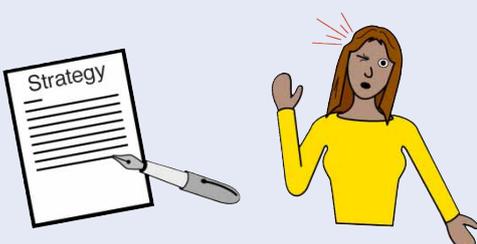
- The Department of Health and Social Care and the Ministry of Justice are working together.



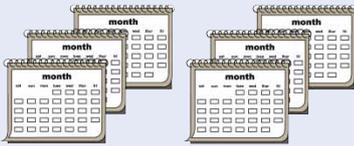
NHS England are working to make health care better for neurodivergent people in prison. They are setting up a group of health care champions.



They are working with prisons to make sure they know how to support people with a learning disability and autistic people.



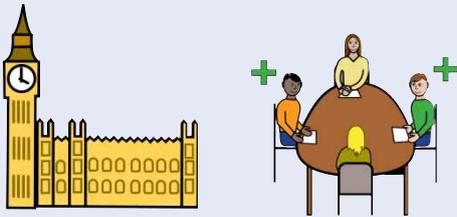
The Department of Health and Social Care are writing an Acquired Brain Injury Strategy.



They will say how they are doing with the Acquired Brain Injury Strategy in 6 months.



- The Welsh Government looks after what happens in Wales.



They go to the Government Group meetings and are working with the Ministry of Justice.

1, 2, 3...



They have found out:

- o how many neurodivergent people in Wales need support.
- o what services there are for neurodivergent people in Wales.



They have written a plan to make things better in Wales. This plan includes people in the CJS.



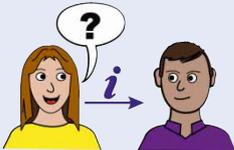
Idea 2 – Screening

The report said:



We need 1 way to screen people in the CJS to find out if they are neurodivergent.

share information



And a way to share information about what support someone needs.



The Government agreed that screening and supporting people was important.



They weren't sure there should only be 1 way to screen people.



6 month update



We looked at the screening tools being used in the CJS.

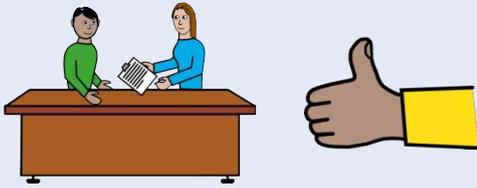


We don't always need to find out what conditions people have.

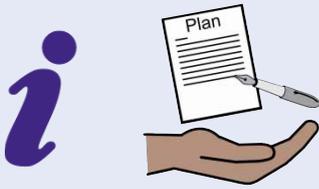
support



We need to know what support they need.



The tools used in prison and probation are being looked at and made better.



Information will go into prisoners' support plans.



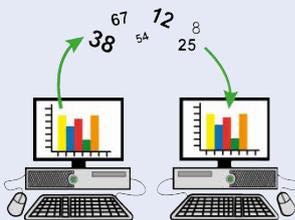
Screening will help the CJS know what support they need to buy in.



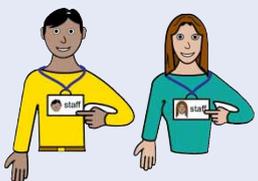
college or training



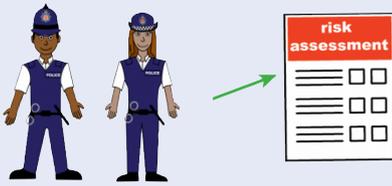
It will help the CJS buy the right prison education services in 2025.



We are looking at how we can share information better using computers.



The new Neurodiversity Support Managers will help prison and probation work together.



The Police do a risk assessment if people have to stay in the cells.



They want this risk assessment to tell them:

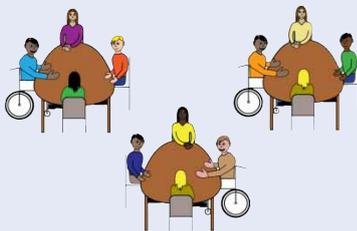


- If someone might be neurodivergent.

support



- What support this person might need.



They are working with people with lived experience to think about this.

1,2,3...



Idea 3 – Counting

1,2,3...



The report said:

We need to count how many neurodivergent people use the CJS.

support



This will help us to plan support for the people who need it.



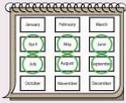
The Government agreed that counting people would help good planning.

job plan

jobs to do	
1. Screening	✓
2. Counting	
3. Planning	



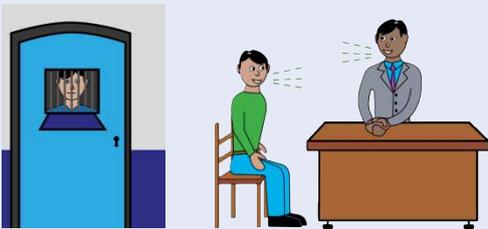
They said it would be easier to know how to do the counting when we know how screening will work.



6 month update



When they first get into trouble, people are not always screened for neurodivergence.

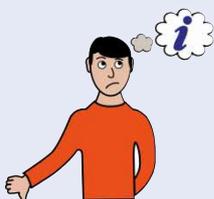


Sometimes screening only happens if someone is sent to prison or put on probation.



Police are looking at which police stations are good at screening and how other police stations can learn to do this better.

bad information

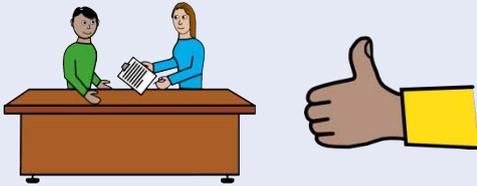


Sometimes records about screening aren't very good.

working group

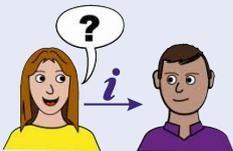


The Working Group has looked at:



- How the CJS can make screening better.

share information

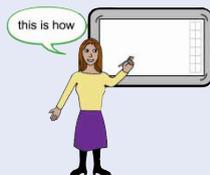


- How information about screening can be shared better.

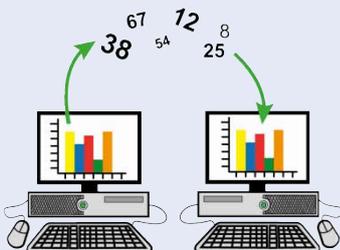


They think staff training is important.

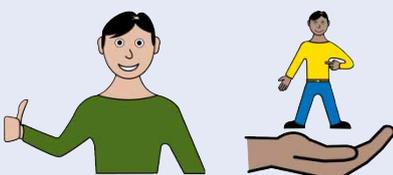
prison education



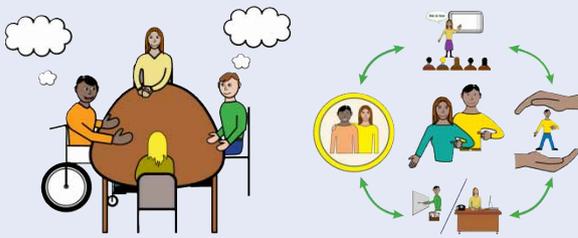
The Prison, Probation and Prison Education services are working together.



They are looking at how to collect and share information so that:



- Support is better for neurodivergent people.



- Services are well planned.

resettlement
passport

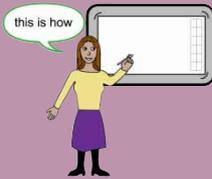


Resettlement Passports are plans to help people get ready for life outside of prison.



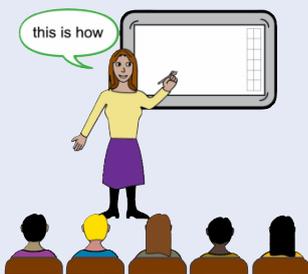
5

They have been tested in 5 prisons. The test ended in 2022.



Idea 4 – Training

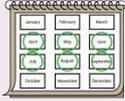
The report said:



People who work in the CJS need the right skills and knowledge. Neurodivergent people should help with this.

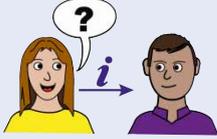


The Government agreed that staff need the right skills and knowledge. They wanted to know more about what was happening already.



6 month update

share information



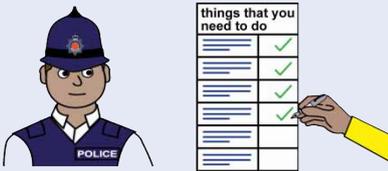
Police

In idea 1 we talk about sharing examples of good support.



This will help police officers know more about supporting neurodivergent people.

police guidelines

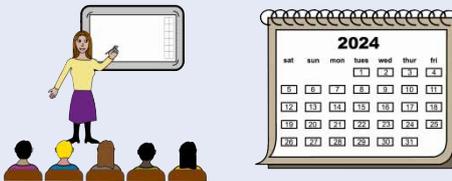


There will be information about neurodivergence in guides that tell the Police how to act.

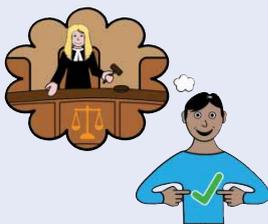


Courts and Sentencing

training



Training is being given to all magistrates and legal advisers. This will be done by 2024.



The training is about:

- Treating neurodivergent people fairly.
- Sentencing and treatment.

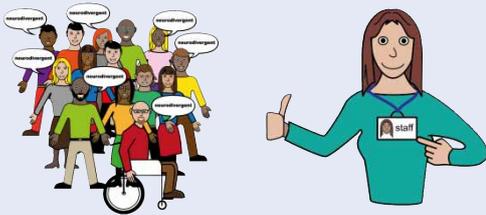




Prison and Probation

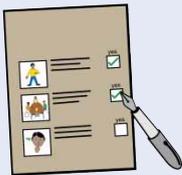


There are 4 new services to support neurodivergent people on probation.



These will support neurodivergent people and probation staff.

framework



The Neurodiversity Support Manager team are writing a framework.

best staff

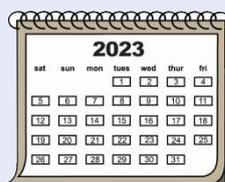


This will make sure people working in prisons and probation know what is needed from them.

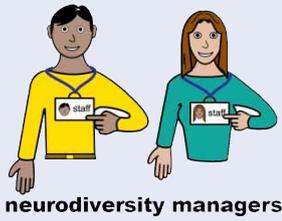
support



The framework will say that support must be person centred.



The framework will be ready in early 2023.



staff training



The new Neurodiversity Support Managers will train prison staff and help them give good support.

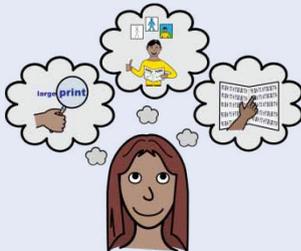


There is a new 'National Neurodiversity Training Toolkit'. This is for all staff who work with people in prison or on probation.

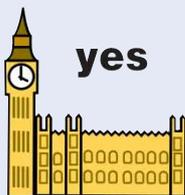


Idea 5 – Adjustments

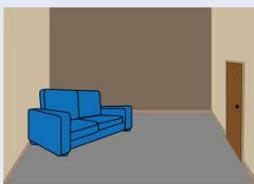
The report said:



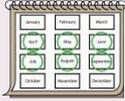
The CJS needs to make changes to support neurodivergent people well.



The Government agreed changes are important.

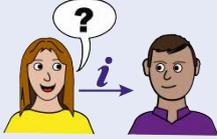


It also knows that some buildings are hard to change.



6 month update

share information

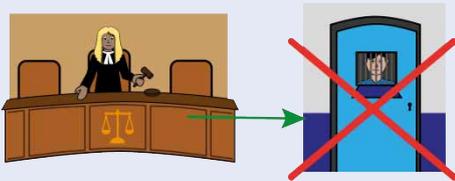


In idea 1 we talk about sharing examples of good support.

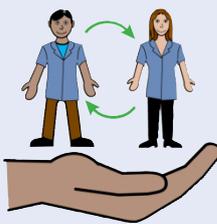


This will help Police Officers think about adjustments.

Prison and Probation

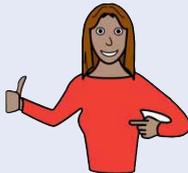


A judge can give people a community sentence instead of sending them to prison.



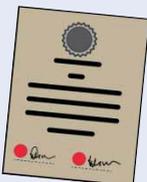
A community sentence can say that people must get help with something to make it less likely that they will get into trouble again. This could be things like help to stop drinking.

better

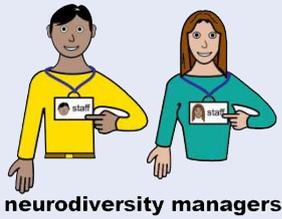


Some community sentences are being made better for neurodivergent people.

autism friendly

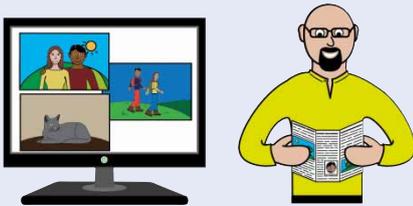


In idea 1 we talked about Autism Accreditation. This will help prisons support neurodivergent people better.



The new Neurodiversity Support Managers will help with adjustments in prisons.

Resettlement

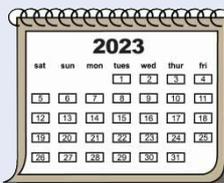


In idea 1 we told you about the online tool people could use to help with reading.

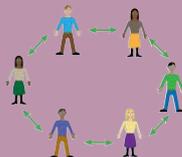
no more



This is being tested to see if people who use the tool get into less trouble in future.



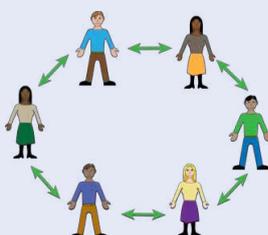
The test will end in October 2023.



Idea 6 – Working together

The report said:

CJS, local services and charities should work together to make sure neurodivergent people get the support they need.



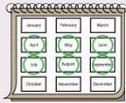


This support should stop people getting into trouble in the first place.

If people do get into trouble, support should help them stay out of trouble in the future.



The Government agreed.

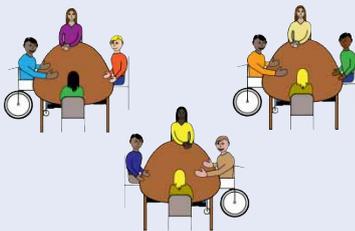


6 month update



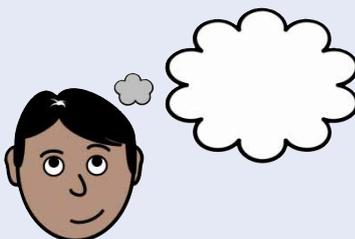
The Ministry of Justice has started the Government Group and the Working Group.

big meeting



They have held meetings with:

- People with lived experience
- Local services
- Charities



Many of the things in this update have included ideas from what people said in these meetings.