

# Neurodiversity Action Plan



## 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.

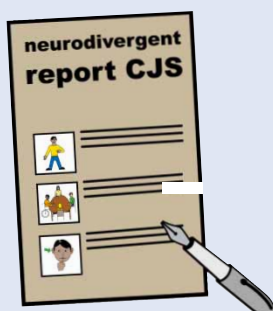
Many people say or write CJS when they mean the criminal justice system.

Because CJS is:

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

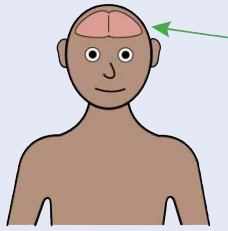
We say CJS in this report.

# CJS

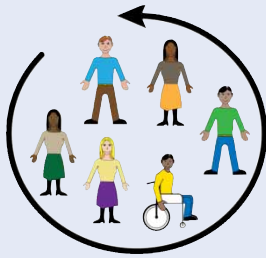




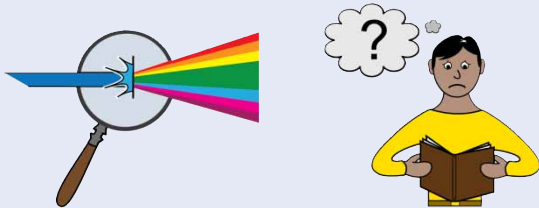
## Neurodiversity



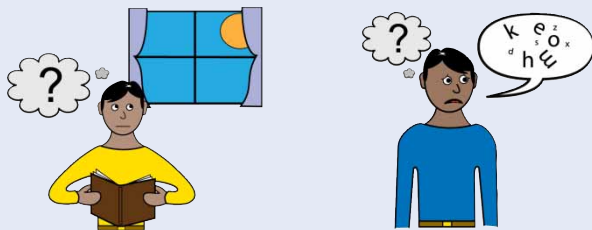
Neuro means about the brain.



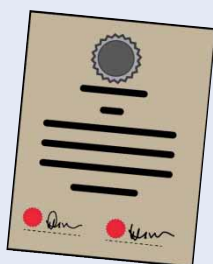
Diversity is about difference.



- Be autistic.
- Have learning difficulties or disabilities.



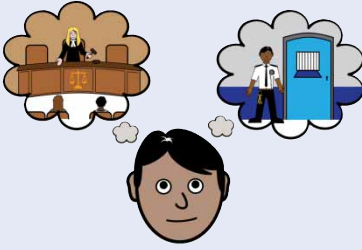
- Have Attention Deficit Hyperactivity Disorder – ADHD.
- Have speech and language difficulties.
- Have tic disorders.
- Have brain injuries.



## Qualifications and Accreditation

These show you have passed a test and know about something.

## Community Sentence



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 that could make them more likely to get into trouble.



**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.



### **Her Majesty's Court and Tribunals Service**

They look after courts and tribunals.



### **Her Majesty's Prison and Probation Service**

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



## **The National Police Chief's Council**

They help local police forces work together.



## **The Department for Health and Social Care**

They lead plans for health and social care.

They look after the NHS in England.



## **The Sentencing Council**

They write guides for judges and others.

These guidelines tell people what should happen to someone who has carried out a crime.

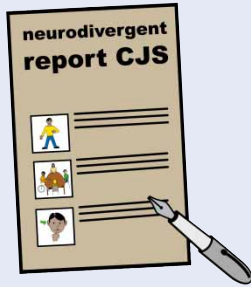


## **NHS England and NHS Improvement**

They work together to give patients better care.



## What is this report about?



In 2021 there was a big report.

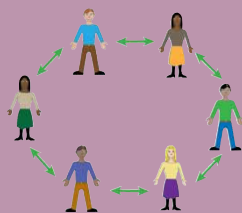
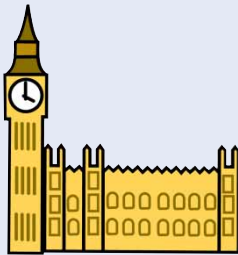
The big report was about how neurodivergent people are supported in the CJS.



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

In this report we tell you:

- About each idea
- What the Government said about the ideas
- What has happened since the big report.



## 1. Working together

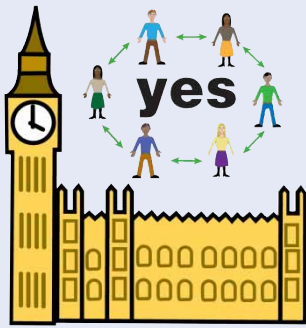
### action plan



### The report said:

The big groups and teams and police need to work together.

They need to make an action plan to make things better.



The Government agreed that working together is important.



It might be best for the needs of neurodivergent people to go into the plans we already have.

## Here's what has happened already

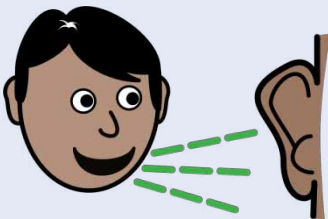
**police**



**safe**



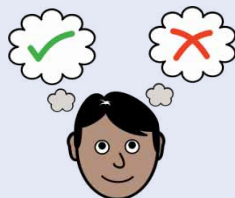
The police have started training their officers. They have started to make custody safer for neurodivergent people.



**The Ministry of Justice** is working with **Revolving Doors**, a charity that works with people with lived experience of the CJS. They will make sure neurodivergent people have a say in what happens.

**big plan**

things that you need to do	
<input checked="" type="checkbox"/>	
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Lots of people who make big plans in the CJS have got together. They will help to decide if a big plan just about neurodiversity is needed.

**guidelines**

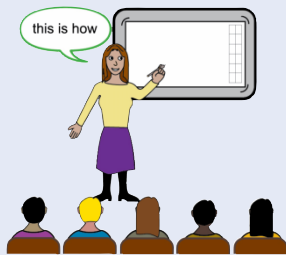
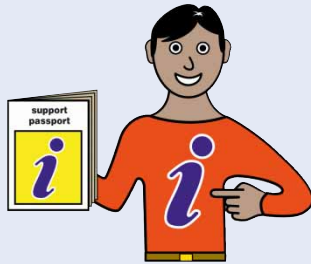
things that you need to do	
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Some good things have happened already. Things like:

- New guidelines for judges.

## new staff



- A new specialist has started work. She will help community sentences work for neurodivergent people.
- New support staff have started work in 4 prisons. They have made things better for neurodivergent prisoners.
- Work on a new support passport. This will tell people what help a person needs when they leave prison.
- A new training plan is being written.

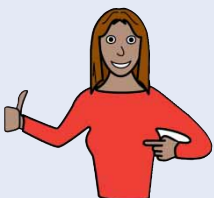
## Here's what will happen next

### big plan

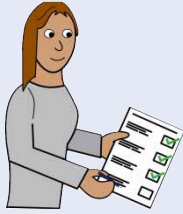


The big groups and teams and police will work together to find out if a big plan just about neurodiversity is needed.

### better



**The Ministry of Justice and Her Majesty's Courts and Tribunals** will find ways to make things better for neurodivergent people in court.

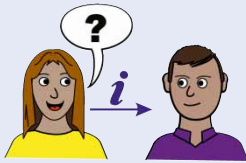


**Her Majesty’s Prison and Probation Service** and the **Ministry of Justice** will find out how these things are working:



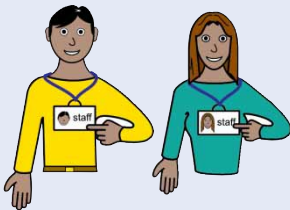
- Screening to see if people are neurodivergent

**share information**



- Sharing information about people’s needs

**new staff**



- The new Neurodiversity Support staff

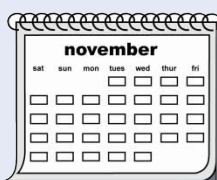


**The National Police Chief’s Council** will find out how neurodivergent people are supported across each police force.

**social care**



**The Department for Health and Social Care** will find out what help might be missing for neurodivergent people in the CJS.



Everybody will say what they have done in November 2022.



## 2. Screening

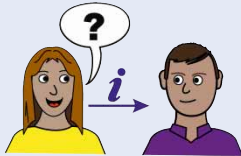


### The report said:



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

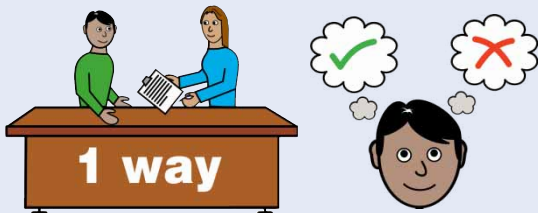
### share information



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



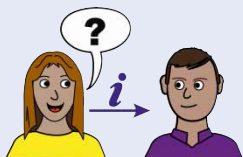
The Government agreed that screening and supporting people was important.



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

### Here's what is happening

### share information

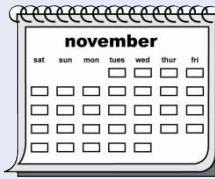


**The National Police Chief's Council** are working to share information with the courts.



The big groups and teams and police are looking at different ways to find out if someone is neurodivergent.

**working well**



They are looking at what is working well.

They will say what they have found in November 2022.

1, 2, 3...



### 3. Counting

1, 2, 3...



**The report said:**

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



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	<input checked="" type="checkbox"/>
2. Counting	<input type="checkbox"/>
3. Planning	<input type="checkbox"/>



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

**Here's what has happened already**



- Work has started on a support passport. This will tell people what help a person needs when they leave prison.

prisoner record

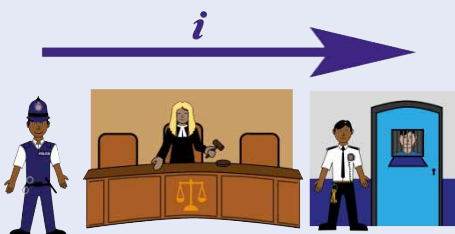
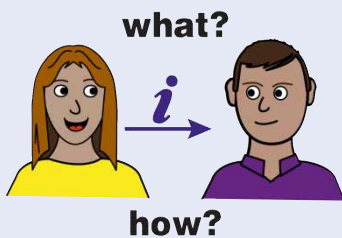


- In 4 prisons, information about neurodivergence is being put on prisoners' main records. This will help everyone to understand their needs.

## Here's what will happen next

**Her Majesty's Prison and Probation Service** and other groups will look at:

- What information is collected.
- How this information is used.
- Whether the information goes with the person through the CJS.



They will say what they have found in November 2022.



## 4. Training



### The report said:

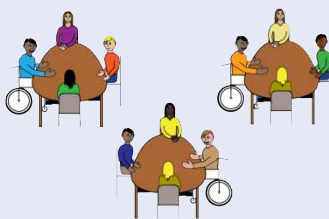
People who work in the CJS need the right skills and knowledge. Neurodivergent people should help with this.



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

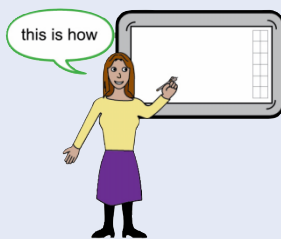
## Here's what has happened already

### conference



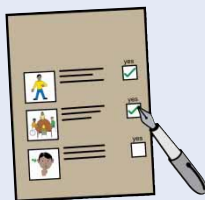
For people who write big plans or make the rules there has been:

- A conference
- Some training



## Here's what will happen next

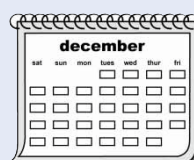
### framework



**Her Majesty's Prison and Probation Service** are writing a framework. This will make sure people working in prisons and probation know what is needed.



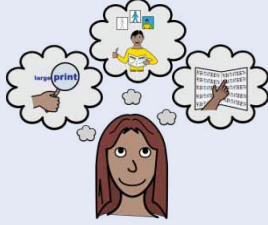
**The Ministry of Justice** will write a Neurodiversity Training Toolkit.



This will be ready by the end of 2022.



## 5. Adjustments

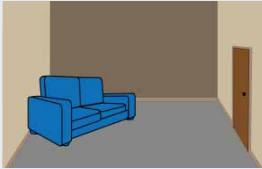


### The report said:

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

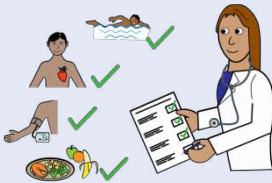


The Government agreed changes are important.



It also knows that some buildings are hard to change.

### Here's what has happened already



- All prisoners have a health check in their first week.



- Some prisons have special wings for neurodivergent prisoners. A wing is a group of prison cells.

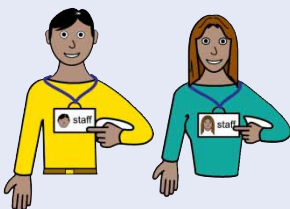


better



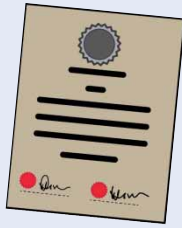
- New prisons will be built in a way that is better for neurodivergent prisoners.

new staff



- 4 prisons will have Neurodiversity Support staff.

autism friendly



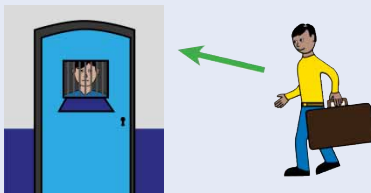
- There are Autism Accreditations for prisons.

These are like qualifications.

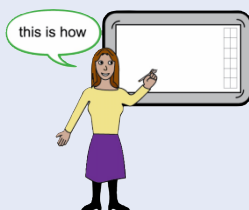
They show a prison can support autistic people well.

The Ministry of Justice want more prisons to be accredited.

They have done things like:



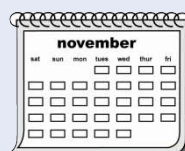
- Made things better for prisoners when they arrive.



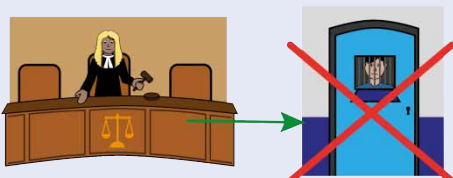
- Run training for staff.



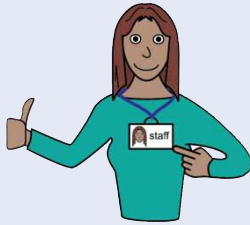
- Found champions to help neurodivergent people use prison services.



They will say what they have done in November 2022.



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



In October 2021 a neurodiversity specialist started to work on some community sentences.



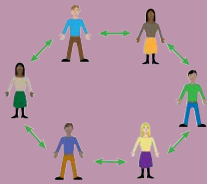
This person is working on a plan. This plan should make things better for neurodivergent people.



They will say what they are doing in November 2022.

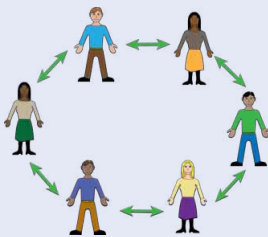


In 2020 the **Sentencing Council** gave guidelines on sentencing neurodivergent people.



## 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.



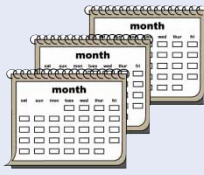
The Government agreed.

## Here's what has happened already

### leaders



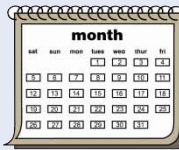
### 3 months



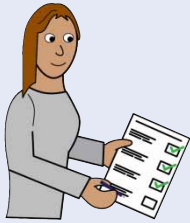
Leaders meet every 3 months.



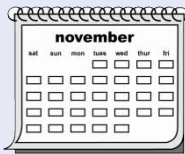
### 1 month



People like the police, NHS, prison and probation meet every month.



They are looking at what needs to be done.



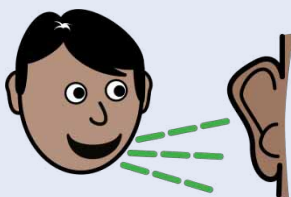
They will say what they have found in November 2022.

## Here's what will happen next

**CLINKS**



The Ministry of Justice will keep working with charities like CLINKS and Revolving Doors Agency.



This will help them know what people with lived experience and their staff think should happen.