



Lincolnshire Autism Reasonable Adjustments Mark Overview & Checklist of Criteria

What is the Autism Reasonable Adjustments Mark (RAM)?

The Autism RAM is a local evidence-based approach to review the support and considerations services are making to ensure that they are accessible to autistic people.

It is based on the Autism Inclusion Mark for Lincolnshire (AIM4Lincs) Award for educational settings, which draws on the National Autistic Society's SPELL approach (Structure, Positive, Environment, Low arousal, Links).

All services need to do is complete a Self-Assessment Form relating to current practices. This is evaluated by two Reviewers; one professional (from a different service area) and an autistic person. The Reviewers will be on hand before, during and after the Self-Assessment process to assist you and offer recommendations to improve accessibility to your service.

Importantly, the Autism RAM is a process designed to help enable services to be more accessible for autistic people, rather than punishing services or highlighting poor practice.

Why has the Autism RAM been developed?

Lincolnshire's All-Age Autism Strategy includes key priorities about everyday services making reasonable adjustments to support autistic people to access them. The local authority, NHS organisations and other multi-agency partner organisations providing public services are signed up to deliver the local Autism Strategy.

All statutory services have legal requirements to make reasonable adjustments for autism as part of duties outlined in the Autism Act and other legislation, such as the Equality Act.

The Autism RAM will:

- Identify and recognise good practice
- Develop confidence among staff in meeting the needs of all autistic people
- Work collaboratively to identify areas for improvement in services and help put improvements into practice

Please find details overleaf explaining the key elements that the Autism RAM Self-Assessment covers, which your service will need to consider.

Checklist – What does the Self-Assessment include?

The Self-Assessment Form contains six sections and a total of 12 questions, each covering different areas or themes that the service needs to consider:

1. Policies

- Organisational policies refer to the inclusion of people with individual needs
- Service level processes and procedures support people with individual needs

2. Named Person

- The service has a named member of staff designated as Autism Lead/Champion

3. Autism Training

- Staff have received basic autism awareness training
- Relevant staff have received more in-depth autism training

4. Reducing Anxiety

- Staff understand how the environment or setting can produce anxiety
- Services use structures and strategies to lessen anxiety at key times

5. Person-Centred Approach

- Service users are consulted and their preferences are taken into account in service development
- Service users are at the centre of decision making and interventions are adapted for individuals based on their needs

6. Communication

- The preferred style of communication for each individual is used and this information is recorded and shared with the team
- Staff understand how to adapt and modify their communication style for autistic people
- Services seek feedback from their service users and act on this feedback

For each question, the service awards themselves a score based on criteria set out and any evidence/explanation they are able to provide to justify their score. The completed Self-Assessment Form will then be marked by the Reviewers and any strengths or areas for development will be commented on.

Any queries or expressions of interest to complete the Autism RAM Self-Assessment can be made via Autism.Partnership@lincolnshire.gov.uk who will then organise for documents to be issued and the Reviewers to be allocated.