

# The Green Light Project

(June 2023)

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# What is Autism...



- Broad spectrum that affects people in different ways.
- Over 1% of the UK population have a diagnosis, but the true level is probably far higher, particularly amongst adults. (Autistic people often try to mask their disability)
- Common difficulties can include:
- Social communication and social interaction challenges (often non-verbal)
- Repetitive and restrictive behaviour
- Over or under-sensitivity to smell, light, sound, taste, touch.
- Issues with spatial awareness and internal feelings (emotions, hunger, etc)
- High focus on interests or hobbies
- Difficulties understanding context - take things literally
- Extreme anxiety
- Meltdowns and shutdowns

## Green Light Champions are a network within NSFT that aim to:

- To provide a networking opportunity for Green Light Champions to share best practice and develop resources to be used to improve services for people with a learning disability or autism.
- The Network provides an opportunity to work with partner organisations working to provide more seamless services.
- Promote positive and inclusive services for all NSFT service users regardless of disability
- Cascade change of policies from the Trust as well as DH, NICE and other relevant guidance to raise standards to achieve evidence-based practice
- Provide guidance associated with any practice changes

## Green Light Champions are a network within NSFT that aim to:

- Aid discussion within the group and offer support in implementation of policies, guidance and support
- Ensure expertise within all care groups to meet the needs of people across the Trust for all disciplines and grades of staff.
- Make active recommendations to other committees and departments about learning disability and Autism Spectrum Disorder (ASD) care and identify where reasonable adjustments are needed and escalate as necessary.
- Provide solution focused work to improve service provision.
- To identify and undertake research relating to learning disability and autism.
- Provide opportunities to shadow staff in other teams.

# Best Practice - SPELL

- **S**tructure - routine, use of visuals
- **P**ositive - approaches and expectations, develop self-confidence, allow time to acclimatise
- **E**mpathy - respect their experiences, be calm, communicate in supportive ways
- **L**ow Arousal - safe environment, smells, colour, lighting, noise, de-clutter, clear info, allow time to process
- **L**inks - share information with individual, family members, etc



## Examples of Reasonable Adjustments

- Proper and consistent flagging on medical records.
- Waiting areas - non-ticking clocks, sensory boxes, sensitive lighting, de-cluttering, reducing visual stimulation (posters, etc)
- Communication cards
- Avoid metaphors
- Easy Read documents, use of Makatron (symbols and pictures)
- Appointments at less busy times
- Sign Language
- Familiarisation visits
- Enabling technologies

# The Green Light Toolkit



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- Annual survey with 27 questions
- Completed by service users and staff.
- Questions are in 3 groups, getting progressively harder for organisations to achieve
- Questions cover – the environment, documentation, care records, staff knowledge, training and access to resources.
- Traffic light system to grade performance
- Long term trends and areas for improvement identified.



# Why should Corporate Services, and particularly Finance functions be involved in the project?



- Direct contact with service users – especially Financial Services – eg cash offices.
- Indirect contact with service users.
- Knowledge of funding options, support and advice
- Law of averages means that some budget managers may have autism or other learning difficulties. Do we need to adapt our communication, do we need to adapt our reports? Do we re-schedule budget meetings to take account of “social energy”.

Anyone got  
any questions  
they'd like to  
ask ...?



Finally....

When you have met  
one person with  
Autism, then you  
have met one  
person with Autism





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