

Reasonable adjustments and Autism: Establishing Communication Preference and adjustments required:

- ✚ Reasonable adjustments mean **making changes** to services so that they are easier for autistic people and/or people with learning disabilities to use. (Equality Act (2010), Autism Act (2009), Health and Social Care Act (2012))
- ✚ **The law** says that services must make '**reasonable adjustments**' for people with **learning disabilities** and **autistic** people.
- ✚ This means that services **MUST** support and meet the needs of people who have additional needs.

Establishing Communication Preferences and adjustments required:

- To complete a neurodiversity passport with the individual and upload this to their care record. Ensure to add an alert to their care record to make other clinicians aware of this.
- Send a photo of yourself with and without PPE to the individual. Make sure you look like you.
- Establish individual's preferred method of communication: e.g. text, email, letter or phone.
- When introducing new professionals or staff this should be done through an introductory one-page profile sent before the new person is introduced face to face. This should be shared through their preferred method of communication e.g. email or post photo e.g. glasses on/off, hair up/down.
- Consider offering individual a code system/word, e.g. if individual does not want to proceed with the agreed contact / appointment that day, an agreement to be in place, that they can text a fullstop - '.', which means they are okay, but does not wish to proceed with the call. We do not require an explanation. An agreement would be needed on how soon they can be contacted to reorganise the call e.g. 1 day.