



Project Analysis

Understanding and acceptance of Autism in Society

Project Analysis Survey Profile

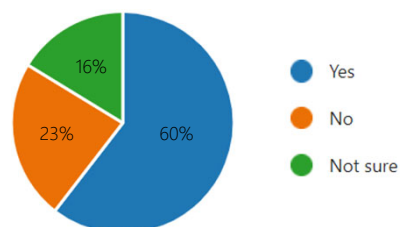
We had 44 responses of which:

- 82% were employees
- 2% trainer or training provider
- 16% other

Sectors of respondents:

- 53% Education
- 12% Care sector (non Government maintained)
- 9% Charities
- 9% Local Government public sector
- 7% Other
- 2% Aerospace & Defence
- 2% Central Government

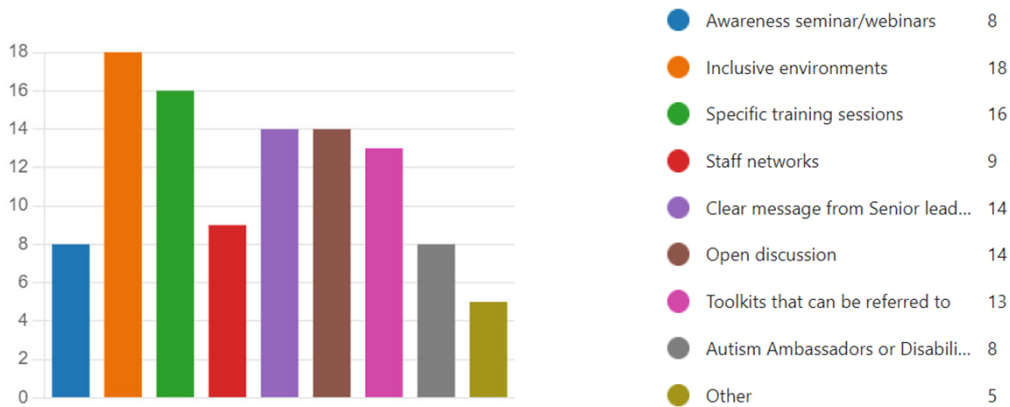
Response to whether people believe their organisation raises awareness of Autism:



Of those that answered yes, the overall rating of whether what is in place to raise awareness was sufficient was rated 6.8 out of 10

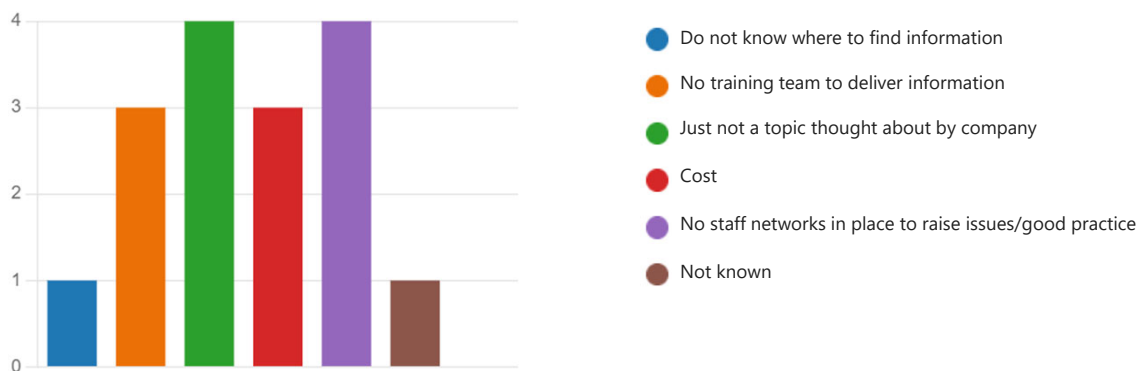
Project Analysis Organisational Awareness

How does your organisation raise awareness

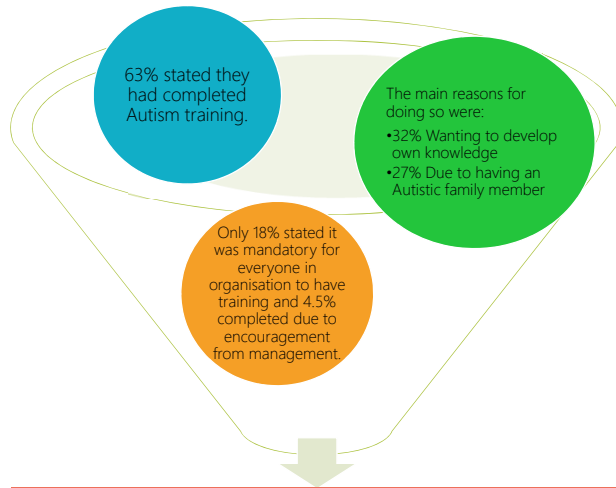


Project Analysis Organisational Awareness

Reason given for why Autism awareness was not in place in organisation:



Project Analysis Training



Of those that had training the average rating was 3.81 out of 5 for how informative people felt it was.

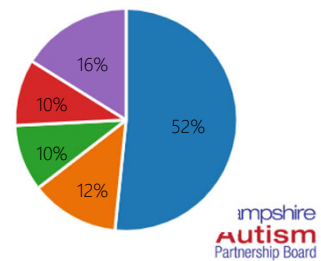
Of those that had training:

- 36% had e-learning training
- 26% In person across organisational training
- 21% Virtual training
- 13% In person team led training

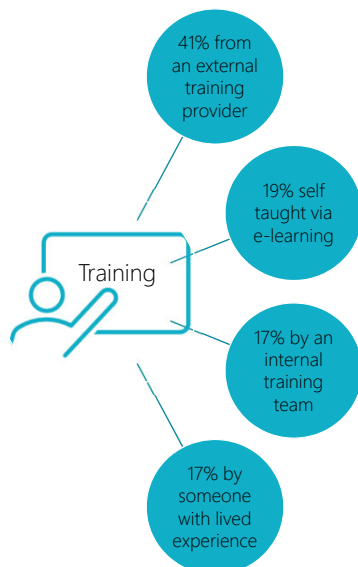
The length of training was split between 1-2hours and more than a day sessions, as main responses.

52% stated the training was a one off session:

- One off only
- One off but toolkit that can be
- Yearly
- More than once a year
- As often as requested

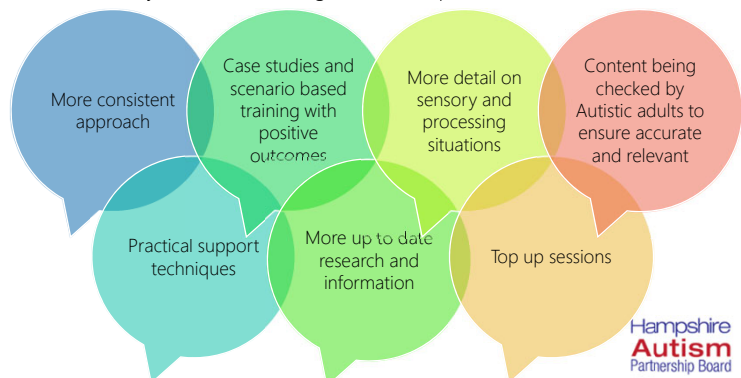


Project Analysis Training



- 70% stated there was someone with lived experience at the training or involved in it's creation.
- 95% stated having lived experience made the training more relatable and relevant.

Ways it was felt training could be improved included:



Project Analysis Training

Of those that hadn't had training the main reasons why not were:

- Not a topic thought of by company
- Not knowing where to gain the right information
- 5 respondents stated they were not aware of topic but would be happy to complete training.



Overall 84% of respondents stated they felt that Autism training makes a positive impact for Autistic people/their families as a whole.



Only 37% of respondents knew they had an Autism Ambassador or Disability champion in their organisation but majority felt their organisation would be open to having one in place.

Hampshire
Autism
Partnership Board

Project Analysis Training Impact – quotes from respondents

"The more understanding there is, given by those who can give insider and success perspectives, the greater expansion of thinking and therefore action."

"The more visible the examples of action, in practice, the more courage will be gained to have a go at replicating this."

"This can lead to better communication, empathy and understanding. It's also important to recognise that everyone is an individual and that no two people with autism will have the same challenges."

"Terminology and direct feedback from autistic people in the current year needs to be highly considered as terms are becoming out of date so quickly."

"Yes because it educates people/families about the reasons behind behaviours displayed by autistic individuals."

"If you offer support from a position of understanding, it is more sincere. In my experience, parent are more likely to talk to you if they feel that you understand and care."

"Autism training helps both ND people and NT people bridge that gap, together."

"Training is only useful when it is up to date and created/delivered by those who have lived experience. That way it is challenging harmful misconceptions and really raising awareness and acceptance of autistic people, rather than simply promoting stereotypes and misinformation."

"For people like me, there are times where accommodations are vital and it can be very debilitating when other don't have an understanding of this of how it impacts us."

"It's vital because people still don't really understand what it means."

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Partnership Board

Project Analysis Training impact



Project Analysis What training improvements are needed

Content

- Ongoing refreshers.
- Sector specific training.
- Better awareness of the lesser known Autistic traits and masking.
- Understanding of language and environmental impact
- More practical support strategies.
- More focus on strengths Autistic people have than always negatives.
- Better understanding of types of reasonable adjustments that could be made that would have positive impact.
- More focus that being Autistic is different in each person and that functioning labels do not give true picture of how someone may cope in different environments.
- Building confidence to have curiosity and ask how being Autistic affects their daily life.

Lived experience

- Ensuring training is created or reviewed by Autistic people.
- Checking information is accurate and detailing most up to date language that is being used by Autistic individuals to ensure people don't stereotype.
- Training needs to be authentic and not just a token gesture.

"Replacing stigma with celebration."

"So much more could be done to make others aware of things that may make us uncomfortable without making it seem like we are a burden."

Project Analysis Summary

Awareness

- 60% felt their company raised awareness of Autism in their organisation.
- Inclusive environments and specific training sessions most documented ways to raise awareness.
- Main reasons for not having awareness was not topic thought about and no staff networks in place to raise topic.

Training

- Training was mainly sought by the individual and those with a vested interest to have Autism knowledge.
- 95% of people felt lived experience enhanced their training.
- Training overall is felt to aid in increasing awareness in the wider context than just someone's employment.
- About 1/3 of respondents had Autism training and over 1/2 only had a one off training session with 76% stating it felt effective training.
- 84% felt the training had a positive wider impact.
- The main impact of the training was to give people more confidence in how to communicate and support Autistic individuals. Lived experience was deemed as important to making training more impactful.

Areas of improvement for training

- People would like more practical solutions
- Freshers
- More strength based approaches
- Less stereotyping – understanding how varied Autistic traits present
- People also felt it was vital to have Autistic individuals coproducing or reviewing the content and training providers ensuring they use the most up to date language.

Must be noted small sample means this cannot be drawn on statistically but will complement the wider public survey findings.

Thankyou to all that
participated