

## **Procedure for Meeting the Needs of Children within the Autism Spectrum at Step by Step.**

**Step by Step staff have clear guidelines around working with children with ASD.**

- When new staff begin working with a child on the autistic spectrum, they will be provided with up to date information about working with children who have autism as part of their induction.
- To ensure consistency, the Profiles of all children will have specific information about how their needs can be met, including needs arising from their diagnosis of Autism. For example, specific communication methods, behaviour management, social needs and goals.
- Some children may display behaviour which challenge staff such as hair-pulling, biting, punching, spitting, pinching or self-harming. All children have an individual risk assessment which will demonstrate the interventions they require to minimise the risk of harm to themselves and others.
- Working closely with children who display challenging behaviour can be distressing. Staff will be supported through supervision, and will be encouraged to discuss any issues in team meetings. They can also access the ISEND team if required.
- Children with Autism exhibit, to a greater or lesser degree, a Triad of Impairment, which is the defining characteristic of autism: imagination (flexibility of thought), communication and Socialisation (social skills):

### **Flexibility of Thought**

Children with autism may have difficulty manipulating thoughts in an imaginative way. They may become unduly upset by any changes in their known pattern of life or routine and may find changing from one activity to another or moving to a different environment very distressing. They may have a tendency towards repetitive action within a restrictive range, such as body rocking, hand or arm flapping. They do not usually play with toys conventionally, they may watch one part of it, or do the same thing to it for long periods. Imaginative play is limited, especially if other children are involved, although some children can imitate something they have seen.