

# Animate



## Easy Read report

**Good practice in participatory approaches to working with autistic people and people with learning disabilities**



## Why was the report written?



The report was written by a company called Animate.



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

It has been written for the Scottish Government Learning Disability and Autism team.



It is about good ways to work with autistic people and people with learning disabilities.

## What did the report want to find out?



The research wanted to find out about good ways of working with people with autism and learning disabilities.



The report wants to find out about good practice in participatory approaches.



Good practice is means a way of doing things that we think of as good or the best.



Participatory approaches are about involving people in decisions and planning about things that affect them



They wanted to find good examples of this in Scotland and in other places.



They wanted to do this so that they can make sure the Leadership Framework is doing a good job.

## What did the report find out?



It says there are different ways of working with people and communities.



It is good to work together with people rather than to just do things to them.



This way of working is sometimes called **person-centered** or **community-led**.



This way of working has good results and is used a lot in Scotland.



Collaboration means working together with others.



Human rights mean that everyone has the same rights and should be treated fairly.



There is a law that protects this approach called the Human Rights Act 1998.



Collaboration and human rights are important because they help to make sure things are fair and legal.



Removing barriers for autistic people and people with learning disabilities is also important.



It should be made easier for people to be involved.



Scotland is as good at this as other countries.



A group of researchers looked at studies from North America, the UK and Europe that involved thousands of people.



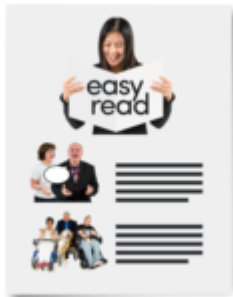
They wanted to know how to help autistic people or people with learning disabilities to be part of society.



They found that it is important to make sure people can take part in ways that they like.



It is important to give people help if they need it.



It may mean making the community more accessible.



It is important to make sure people make their own choices.



**The report also found out about accountability.**



Accountability means that people are responsible for their actions.



It is important to make sure that everyone involved in working with autistic people and people with learning disabilities is accountable.



This means they should be checked to make sure they are doing a good job.



The PANEL principles are a good way to check if good practice is being followed.





PANEL stands for Participation, Accountability, Non-Discrimination and Equality, Empowerment and Legality.



**Lived experience panels** and **advisory groups** are good for accountability.



These are groups of people who have similar experiences.



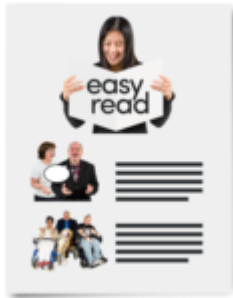
They work together to give advice on policies and plans.



Lived experience panels are a good way to make sure that people have a say in decisions that affect them.



The approach is based on important ideas.



- Making sure everyone gets the information they need at the right time and in a way that they understand.



- Treating people as experts in their own lives and as smart and creative.



- Using many different sources of information like research and real life experiences.



The report also looked at examples from other countries.



The office for Disability Issues in New Zealand works with different groups towards being a non-disabling society.



They have a plan to make sure the groups they work with are accountable to people with disabilities.



The groups they work with have to submit reports every six months to the Office for Disability Issues.



The groups they work with have meetings twice a year with the Ministerial Leadership Group on Disability Issues.



The office has meetings with the group of Disabled Person-led Organisations when required.



The Office for Disability Issues in New Zealand are good at making sure people with disabilities are involved in making decisions.



The report says that New Zealand might have some good advice for the Scottish Government team.



These are the important ideas in their approach.



- Thinking about disability issues at the start of making policies.



- Talking and working together with people in the disability community.



- Making sure that disability is included in the policy topic from the very beginning.



- Adding disability into the policy options that are being considered.



- Including information about disability in important documents like Cabinet papers.



- Thinking about disability at every step.



- Finding ways to check how well the policy is working for people with disabilities.

## Conclusions



The Scottish Government Learning Disability and Autism team is doing things the right way by involving people with learning disabilities and autism in their work.



Their approach is similar to good practice in Scotland and in other places.



The team have a plan called the Process Monitoring Framework which helps them look at what they are doing and learn from it.



The Lived Experience Advisory Panel helps the team plan and check if things are working.



The team are committed to working with people who have a learning disability and autism, so that they can help make decisions about things that affect them.



Including autistic people and people with learning disabilities means that the team are learning about what helps people and what their needs are.



This will help to make changes that will help even more people in the future.