



Norfolk & Waveney Autism/ADHD Support Service October 2024 Newsletter

Regular readers of this newsletter will know that we focus each month on ideas for supporting your child or young person.

As a parent of a child or young person with additional needs, your own needs are often put aside, so this month we want to talk about YOU and how important it is to look after yourself and consider your own wellbeing.

We talk in every newsletter about what might be filling up your child's 'bucket' and the importance of making holes in that bucket. Take a moment to think about the worries and difficulties which might be filling your own bucket - time-management, balancing work and home, financial pressures, issues with school, other people's opinions about your parenting and sometimes even some guilt about whether you are getting it right for the child with additional needs or doing enough for their siblings.

It can be good sometimes to reflect, acknowledge all those pressures and take a few steps to benefit you and by extension the rest of the family.

This month's newsletter includes:

- Job Opportunity
- Some Dates for your Diary
- Parenting and Additional Needs
- Our Upcoming Courses
- Family Action FamilyLine
- About our Service contact details

Just as every child is unique, every family's situation is different. We in the Norfolk and Waveney Autism/ADHD Support Service speak to many families with children of differing needs. Some of the information contained in this newsletter is anecdotal and some from respected websites. We hope you find the following interesting and helpful.

Do you have professional or lived experience of children or young people with autism or ADHD? Passionate about supporting families? Happy to travel to support at our courses and drop-ins in Central and South Norfolk? We have a vacancy in our Norfolk & Waveney Autism/ADHD Support Service.

Service: Family Action Norfolk Autism / ADHD Support Service

Location: Home-based contract however please note extensive travel is a compulsory requirement of the position to localities across Central Norfolk, such as Norwich, Thetford, Wymondham, and Attleborough

Hours: 22.5 (part-time)

Salary: £22,546 - £23,966 FTE per annum (£13,710.41 - £ 14,573.92 per annum for parttime, 22.5 hours per week)

Contract type: Temporary (Until March 2025)

Are you a skilled practitioner with excellent communication skills? Are you solution focused and passionate about making a difference? If so, Family Action has an exciting opportunity and would love to hear from you.

At Family Action we transform lives by providing practical, emotional and financial support to those who are experiencing poverty, disadvantage and social isolation. We have been building stronger families since 1869 and today we work with more than 60,000 families in over 150 community based services, as well as supporting thousands more through national programmes and grants.

The Norfolk and Waveney Autism /ADHD Support Service are delighted to be hiring a Family Support Worker to join our supportive and successful team. Our service is commissioned by Norfolk and Waveney ICB to provide support and advice, resources and signposting to parents/carers of children or young people awaiting assessment for Autism or ADHD.

We are dedicated, committed, compassionate and extremely proud of our achievements. We have already offered support to thousands of parent/carers with children / young people on the Neurodevelopmental Assessment Pathway.

Your impact – For families awaiting assessment for Autism / ADHD in the area, to offer individual or virtual (via zoom or teams) telephone support to include giving information, advice and guidance, signposting, referring to other agencies as appropriate, attending relevant family support meetings. This may also include occasional home visits.

Facilitating support groups for families awaiting assessment for ASD/ADHD in the area. Co-production of parent-led groups and parent forums, co-facilitating courses for parents/carers such as the 3 week Plan Bee course.

Working with the co-ordinator to develop relationships with schools, pre-schools, children's health services and children's social services and, in particular, NCHC Neurodevelopmental Teams to provide co-ordinated support to families.

Your skills - To join us as Family Support Worker you will have experience of working or volunteering with families in the community. A relevant qualification in child and family work is desirable. You will have excellent verbal and written communication skills and experience in using IT to deliver support, record casework, write reports and input data.

You'll be an effective communicator who excels at building trusting and empowering relationships with individuals. You will be compassionate and empathic, with a good understanding of child development and in particular of Autism and ADHD and the impact this can have on children and their families. Experience of delivering evidence-based programmes for parents and/or of facilitating group work. Committed and willing to promote inclusion and equality of opportunity for all.

We are committed to Equality, Diversity & Inclusion in all that we do and welcome applications from all sections of the community / particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQ+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Family Action. We know that greater diversity will lead to even greater results for families and children and strive for our workforce to be truly representative of the diverse communities we support. We offer a guaranteed interview scheme for disabled applicants and will reimburse any reasonable travel costs associated with attending an interview.

What will we offer you?

We offer flexible working hours, a generous pension scheme and leave entitlements, eye care vouchers, a cycle to work scheme and other great benefits. We have an excellent wellbeing offer and we will invest in your professional development with on-going quality training and career development opportunities. We have six staff diversity networks that offer peer support and contribute to the strategic development of EDI; Accessibility Network, Anti-Racism and People of Colour Network, Gender Equality Network, Inter-Faith Network, LGBTQIA+ Equality Network and Parents and Carers Equality Network. You'll join an established, supportive and high-performing service and have the opportunity to thrive in an innovative organisation that values your opinion, encourages learning and has the needs of children and families at its core.

We are forward looking, ambitious and committed to continuous improvement. We are a people focused, can-do organisation, which strives for excellence in all we do and operates with mutual respect. If you share these values and behaviours and have the necessary skills then we look forward to hearing from you.

Next steps:

- To apply: Go to <u>Info (family-action.org.uk)</u> Look at the Job Description & Person Specification (JD & PS). You can also from here download an application form. Make sure you address each of the points in the Person Spec. Complete the Application Form & send to: completed.application1@family-action.org.uk
- To learn more about Family Action: check out our <u>Recruitment Pack</u>
- To learn more about Family Action's terms & conditions: check out the <u>Summary Terms &</u> <u>Conditions of Employment</u>
- To help us fulfil our commitment to encouraging diversity and promoting equal opportunities: fill out our anonymous Equality & Diversity Monitoring Information survey

Closing Date: Friday 11th October at 09.00 am

Appointments are subject to satisfactory Safer Recruitment checks, including a Disclosure and Barring Service (DBS) check where appropriate to the role.

ID: 1320

October Online Workshop



Introduction to the Low Demand Approach Workshop

Free Online Workshop

Wednesday 30th October 2024 11am - 12:15pm

This workshop aims to help families to reduce the demands placed on the child and provide an environment that may minimise stress and anxiety.

Presented by Neurodevelopmental Support Services for West Suffolk and Norfolk and Waveney,

For more information you can contact us Monday to Friday 9 - 5pm on:

01603 972589

NorfolkandWaveney@family-action.org.uk

Norfolk and Waveney Autism/ADHD Support Service

www.family-action.org.uk





Drop-in support groups - **Come along and meet other parents/carers** and share concerns...and successes.



Our Drop-In Groups are friendly and informal. No need to book. They are a chance to meet our knowledgeable team as well as other parents and carers who are facing similar challenges.

Click on the cards below to see ALL our drop-ins in OCTOBER. Just click on a card to enlarge.

Meet our team and other parents in... GORLESTON



We meet at.... GORLESTON LIBRARY, FAMILY ACTION OFFICE, GORLESTON-ON-SEA, NR31 6SG

Wednesday 2nd OCTOBER 2024 from 10:00am to 11:30am

No need to book, friendly and informal, but if you do want more information then please RING 01493 650220 or EMAIL <u>gorleston@family-action.org.uk</u> for more information.

COME AND MEET US IN ATTLEBOROUGH

THURSDAY 10TH OCTOBER 2024

Attleborough Primary School, Besthorpe Road, Attleborough, Norfolk , NR17 2NA 10am to 12noon.

No need to book, friendly and informal, just come along for coffee/tea and a chat with our team. RING 01603 972589 or

EMAIL <u>NorfolkAndWaveney@family-action.org.uk</u> if you would like more information.





Join us in KING'S LYNN

Our drop-in support group meets each month in.....

DOBBIES, next to TESCO HARDWICK, KING'S LYNN PE30 4WQ

No need to book just come along on...... TUESDAY 8th OCTOBER 2024 9:30 - 11.00 am FIND US IN THE COMFY, SOFA AREA.

RING 01603 972589 or EMAIL <u>NorfolkAndWaveney@family-action.org.uk</u> for more information.



We would like to meet you in.... SWAFFHAM



We meet each month, UPSTAIRS in Costa Coffee, Market Place, Swaffham, PE37 7AB

Meet us Wednesday 9TH OCTOBER 9:30 – 11:30am Friendly, informal, no need to book.

Ring 01603 972589 or Email <u>NorfolkAndWaveney@familyaction.org.uk</u> if you want more information.



Why not join us in LOWESTOFT?

We have a regular drop-in support group....

AT THE RIVERSIDE FAMILY HUB, 6 CANNING ROAD, LOWESTOFT, NR33 0TQ

Come along and join us on Thursday 3RD OCTOBER 2024 from 10:00am to 11:30am NO NEED TO BOOK RING 01493 650220 or EMAIL gorleston@family-action.org.uk for more information.



Parenting a Child with Additional Needs



You are doing an amazing job of raising your children but it can be easy when parenting a child with additional needs to stumble into some common pitfalls.

ISOLATION - One of the key messages we hear from the families we work with is that parenting a child with additional needs can be isolating for a number of reasons.

It can sometimes feel as if everyone else you know has the perfect child who eats whatever is put in front of them, who mixes well with other children and who skips happily through the school gates every day. Some parents admit to us that they have begun to avoid meeting friends and hearing about how fantastic their children are. It is hard, but try to avoid avoidance. Think about whether you might be doing this and try to halt the slide. Maintaining a friendship group has so many benefits. You need your friends because a trouble shared really can be a trouble halved. Strengthen relationships with the friends who listen without judging. Be open about your concerns and the challenges you are facing and talk about where your child is on their assessment journey. But also try to find the time for a regular weekly or monthly night out with a friend or friends where the rule is...no talking about the children.

Seek out new friends who know what it is like to have a child with additional needs. Find out what is going on locally. Come along to one of Family Action's friendly and informal drop-ins as advertised above. Join our Facebook page. Go to Facebook and search for <u>Family Action Norfolk and Waveney</u>

<u>ASD/ADHD Support Service</u>. Book a place on one of our courses or online workshops. Towards the end of the newsletter you will find information about Family Action's national helpline FamilyLine. This is for any adult member of the family who wants to talk about worries, concerns or crises.

Linking into this isolation from your own friends can be a tendency to begin to turn down invitations for your child. You know a party or a play date can be a difficult environment which might trigger some distressed behaviours which will be noticed by others. Instead of avoiding those situations, work more at preparing for them because the more your child is able to socialise the more precious downtime you get. Give your child all the information which they need in order to feel safe about the situation, not just the information which you would need. Social anxieties are often about not fully understanding what will be involved and so feeling fearful about it. Create a folder of information about the event for your child to look at in advance or create a social story to read for a day or two, or a week, or a fortnight until your child feels positive and prepared to get involved. Before a party, you could speak to the adult in charge and ask if you could please help with some of the food so that you know there will be something your child will eat. Prepare them with a few scripts or some questions to ask a child they have not met before or how to greet the birthday boy/girl. If you have been on our Plan Bee course you will have heard about Supporting Needs Plans which can help you to think through a tricky situation and what the barriers will be for your child. Build up a bank of plans for different situations and then share with partners, family and friends who may need more knowledge and skills in order to help out occasionally. Here is an example of a plan prepared for an imaginary play date. You can click to enlarge.



Compounding the isolating factors we have already discussed, we know that many parents and carers begin to refuse help when it is offered by friends or family. They worry about poor behaviour. They worry about good behaviour incase that makes it appear that their own parenting may be the problem. Try to reduce the overthinking and take the help.

Prepare your child well in advance as discussed above. Make sure that anyone helping understands the main ground rules for your child which may be warnings about change, love of routine, dislike of noise and so on. If Gran wants to take your child to the supermarket and get you some shopping, you could give them a plan like the one above, identifying the difficulties and the steps you would take to help. If your in-laws have your child for an afternoon and return him saying that he was an angel in their house, explain to them about masking and that behaving well everywhere except at home is quite usual but takes a lot of effort and can be distressful for the child even if they are showing no signs.

Think about reaching out also to:

<u>Short Breaks</u> can provide financial support to parents of children or young people 5-17 with SEND. This funding can be used to pay for clubs, activities, transport to activities and so on, to benefit your child and give you some respite. For Suffolk have a look <u>here</u>.

The new <u>Schools and Community Teams</u> in Norfolk were set up with the aim of improving inclusion for children with SEND by supporting schools and supporting the child or young person before difficulties escalate.

The National Autistic Society has a useful <u>guide about benefits</u> which may be available for children with autism.

The Autism Page gives ten top tips for completing a DLA application for a child/young person with autism.

Children or young people with ADHD and relevant supervision needs may also qualify for DLA. You will find guidance online which all reiterates the need to describe your child on their worst days, the one time you need to think negatively rather than positively for your child.

The Charity <u>CONTACT</u> offers support and advice around benefit entitlements to families with a disabled child.

<u>NANSA and SENsational Families</u> have joined forces to provide a number of services including advice and guidance and theirwell regarded sleep courses. Improving sleep for your child impacts the wellbeing of everyone in the household.

Take a look at a past edition of our newsletter <u>All About Sleep</u> for tips and advice. (Please note that courses and groups advertised in past editions will be out of date)



GUILT - most parents question their parenting and live with varying degrees of guilt but for parents or carers of children with additional needs it seems to be the norm.

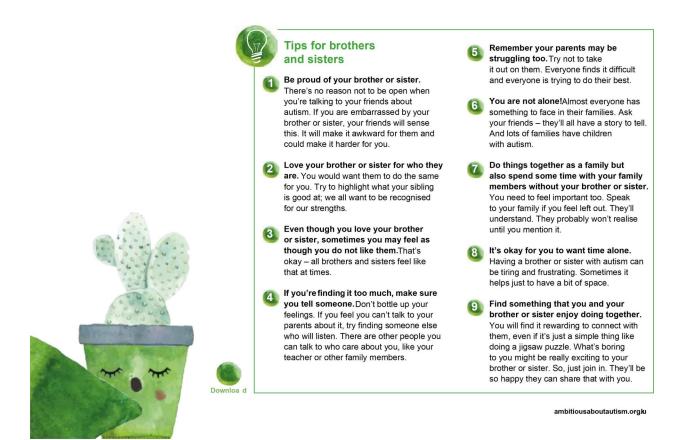
Why did I not notice the differences earlier? Am I supporting needs in the right way? Am I letting down siblings by focusing so much on one of my children? How can my relationship withstand the arguments and differences of approach about this child?

Some parents feel that their child has some differences from a very early age and begin immediately to make adjustments and communicate these differences to nurseries and school. For others, including first

time parents, it takes longer especially when you have no comparisons to make. When a neurodevelopmental difference is pointed out by a friend or a school teacher or if you eventually arrive at this belief yourself, it can lead to feelings of guilt about some of your earlier parenting. Why did I shout so much because I now know they hate raised voices? Why did I find behaviours challenging rather than understanding that they were communicating distress? Let yourself off the hook.

Every child develops at a different rate. Age and stage are not always exactly the same. Mild traits of inattention, hyper-activity and impulsivity in a young child could be indicators of ADHD or just evidence of immaturity. And in fact no two people have brains which work in exactly the same way which makes us all neurodiverse. And although you may not have given a label to your child's differences you will have been supporting these from the earliest days every time you tried to stick to their preferred routine, or spoke the words which made them feel safe at bedtime or made sure the mash was not touching the meat on their dinner plate. Even the fact that you sometimes get the brunt of their fear, anger and frustration shows that you are their safe place, the person who loves and supports them and allows them to let out the difficult feelings they may have been containing all day.

Many parents tell us they feel guilty that there is not enough time for siblings, that brothers and sisters are restricted in what they can do because of their sibling with additional needs. This is another reason for maintaining those friendships and family relationships we talked about. Friends and family could step in to make sure siblings are taken to clubs and activities. Siblings also feel at times they are held to higher standards of behaviour and that this is unfair. It is not easy to explain, especially when siblings are still young but remind yourself that rather than giving extra to the child with additional needs you are just trying to ensure a level playing field for them. They need support sometimes to leave the house, to maintain friendships, to access their education, to negotiate the sensory world in a way that your other children do not. It may not seem like it right now but children with a disabled sibling grow to be young adults more sensitive and caring and less judgmental to others so focus on that positive outcome. Have a look at this past edition of our newsletter which focuses on <u>SIBLINGS</u> and how to support them, including recommendations of books and videos to share with them, information about Young Carers groups and advice about what *they* may need from their school setting. Here us an item from that newsletter. Click if you need to enlarge.



Having a child with additional needs does put a strain on adult relationships. You are unlikely, without making a huge effort, to find the time for each other. Don't feel guilty about asking a friend or relative to give you a night off occasionally. Small gestures matter more when you do not have time for the big gestures. Making a cup of tea or running a bath don't take long but can mean a lot. You are probably also dealing with disputes about how to respond to the child's differences and difficulties. One person's support is another person's mollycoddling. One person's firm parenting is another person's bullying. It can be really worthwhile to make the time to sit down for an honest and open discussion about which are the behaviours you will choose to ignore and which need to be addressed. Listen to each other and compromise because behaviour which you find acceptable may be very difficult for your partner. You may even decide on set scripts and pre-agreed consequences for the behaviours you want to improve. Not only is it good for your relationship to work as a team to raise your child but the consistency and predictability of a planned approach like this may be exactly what your child needs if they like routine and structure.

CHOOSE YOUR BATTLES. You are not superhuman. Allow yourself to just let some things go if it is safe to do so. This does not mean you are condoning or accepting behaviours, giving up or giving in, but rather that you are not dealing with these now because you are choosing to use your energy for making changes in one or two other areas. And try not hold yourself to an image of the ideal family or worry about what others think. If your child hates surprises, wrap their birthday presents in clear cellophane. If they only eat chicken nuggets let them eat chicken nuggets on Christmas day if it avoids a battle. If they arrive home from school with their bucket full, try not to make demands of them until you can see

they have calmed down. You are doing a great job of creating a calm, supportive and loving family dynamic and that will look different for every family.

PLAN BEE COURSES



PLAN BEE – Understanding and Supporting your Child or Young Person with Additional Needs.

'Plan Bee' is a FREE 3 week course (2hrs per week) and is aimed at parents or carers of children or young people with additional needs including suspected or diagnosed Autism or ADHD.

If your child or young person already has a formal diagnosis of autism, please see the information later in the newsletter about the PUFFINS AUTISM PROGRAMME.

KING'S LYNN Thursdays 3rd, 10th and 17th OCTOBER St Faith's Community Hub, King's Lynn, PE30 4DW 10am to 12noon. To book 01603 972589 or email <u>NorfolkAndWaveney@family-action.org.uk</u> NOW FULL

GORLESTONThursdays 10th, 27th and 24th OCTOBER Gorleston Library, Lowestoft Road, Gorleston,NR31 6SG10am to 12noon.To book call 01493 650220 or email gorleston@family-action.org.ukNOW FULL

ATTLEBOROUGH – Wednesdays 6th, 13th, 20th NOVEMBER Attleborough Primary School, BesthorpeRoad, Attleborough, NR17 2NA10am – 12noonTo book 01603 972589 or emailNorfolkAndWaveney@family-action.org.ukNOW FULL

SATURDAY MORNING ONLINE ZOOM COURSE - Saturdays 9th, 16th and 23rd NOVEMBER 10am to 12noon. Joining details on booking. To book 01603 972589 or email <u>NorfolkAndWaveney@family-action.org.uk</u>

SWAFFHAM – Wednesdays 27 Nov, 4th and 11th December Dickens Room, Community Centre, Campingland, SWAFFHAM, PE37 7RD 10am to 12noon To book 01603 972589 or email NorfolkAndWaveney@family-action.org.uk

You can still access the online videos of our Positive Behaviour Strategies course (now Plan Bee) on the NHS for Norfolk website, Just One Norfolk.

Just click here: <u>https://www.justonenorfolk.nhs.uk/child-development-additional-needs/behaviour-sleep/norfolk-positive-behaviour-strategies-pbs/</u>

Puffins Autism Programme - for parents/carers of children or young people with a *diagnosis* of Autism



We are currently working on finding venues and dates for 2025 and will advertise the 2025 programme as soon as it is finalised.



SENDIASS (Special Educational Needs & Disabilities Information Advice and Support Service)

You can meet members of the SENDIASS team at venues around Norfolk. Some dates in October from the latest Norfolk SENDIASS magazine.

30th Sept- Back to school event - Poringland Library -2pm-3pm1st October - SEND Cafe Attleborough Library -2:30-4:30pm3rd October - SEND Drop in - Fakenham Library -1-3pm8th October - Outreach Session - Poringland Library -10-1210th October - Messy Tots, Gorleston Methodist Church -10-12



Family Action Website



Family Action is a national charity, supporting families up and down the country and has recently updated and relaunched its <u>website</u>.

In addition to being able to search for Family Action services and projects in your locality, you can also now access lots of information and resources on a wide range of topics affecting families today. Have a look for example at a number of <u>self-help resources</u> around the return to school and preparing your child for the school day, linking nicely in with the topic of our September newsletter.

See also the QR code below which will take you to the home page.



Family Action also serves families in West Suffolk





For more information about what the West Suffolk team can offer, see the link below to their own October newsletter.

Family Action FamilyLine - for any parenting concerns or crises. We can listen, support, inform and refer to a relevant service.

Family Line



0808 802 6666



07537 404 282

familyline@family-action.org.uk



Online Chat



About our Service - Contact Details



To contact us for advice and support, or to book a place on one of our courses or information sessions, please use the details below.

For West and Central Norfolk **01603 972589** or email <u>NorfolkAndWaveney@family-action.org.uk</u> For East Norfolk and Waveney **01493 650220** or email <u>gorleston@family-action.org.uk</u> Unsure which area to contact? Use any of the above – we are all here to help you.

If you wish to join our closed Facebook group, go to Facebook and to the Family Action page and then search for Norfolk and Waveney Autism and ADHD Support Service.