

Improving the experience of Neurodiverse Young People in the Criminal Justice Process



Trio lead

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Start

Overwhelmed

Searching

Passionate



Our starting point

I have a neurodiverse son, and I started thinking about how I would want him to be treated if he was to come into contact with the police, recognising his needs. Agencies don't always have the right insight, tools or training to equip them when dealing with Young People with a neurodiverse condition. This experiment was all about combining my personal and professional experiences.

Reducing inequalities

Prevention

System barriers



Leadership exercised primarily within organisations and job descriptions

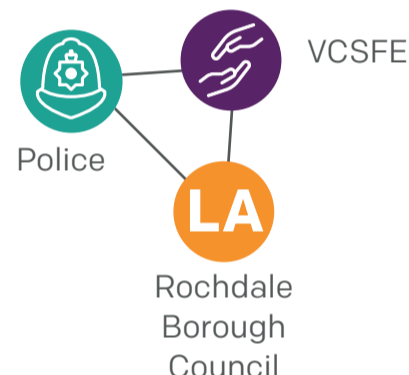
Exhausted front line teams focused on managing demand and risk

Formal governance primarily accountable to national government rather than local people

Purpose and outcomes defined primarily within services against national KPIs

Our system shifting trio

My trio was so helpful for bringing in different perspectives and lenses on the issue. We looked outside of own roles and were able to think about the issue across the whole system. Personal and lived experiences were shared, which were powerful for the work.



Lightbulb moments

Initially I felt quite on my own doing this work, but I always came back to 'shifting what you can move' and 'someone has to be the change - why can't it be you?'. I came to understand that even if you feel like you're only taking tiny steps forward, you're making an impact somewhere.

I began the experiment thinking that I needed to have a big end goal, but the realisation that just getting neurodiverse young people on the agenda was enough was powerful. Knowing other people are pushing this too. Complementing work already being done.

Finding my allies and cheerleaders was a lightbulb moment - realising that there is work across GMP and the wider system already being done, finding others who are passionate and connecting our work was powerful and reassuring.

Our biggest challenges

I sometimes felt like I was overstepping or interfering in work that others were already doing - I didn't want to get in the way. In the end it was about forging new and different kinds of relationships - sometimes I got stuck in and supported someone with what they were doing, whilst other times I took a step back and cheered from the sidelines.

Our insights and breakthrough

Learning about work already happening in the system and connecting the dots made me hopeful for the future, that support will be there for young people like my son.



Even if you feel like you're only taking tiny steps forward, you're making an impact somewhere.

Next Steps

Continuing to support work, driving the agenda forwards. Driving towards our long term goal of making the future better for neurodiverse YP.

Now

Reassured

Positive

Inspired

