

# Our Core Values



**autism plus**  
ADDING VALUE TO LIVES

# Our Core Values

Autism Plus was founded to support people with autism, disabilities and other complex conditions to live meaningful and independent lives.

We are passionate about supporting people to grow and develop independence. We live this passion through our mission, vision and Autism Plus philosophy which are at the heart of everything we do.

Our core values are embedded throughout Autism Plus, from when we first meet someone to begin a transition through to training and development, we base everything we do around them.



# Mission

A woman with reddish-brown hair and a grey t-shirt is giving a thumbs up. A man with glasses and a dark sweater over a blue collared shirt is also giving a thumbs up. They are in a room that looks like a workshop or a storage room, with various items on shelves and tables in the background.

“To provide innovative and Person Centred solutions for people with ASD and other disabilities irrespective of where and how they live, to improve their quality of life and to extend and exercise their rights to access more control over their lives”



# Vision

“To create the capability to provide a Model of Excellence that is distinctive, innovative and progressive in meeting the needs of people with Autistic Spectrum Disorders. We seek to extend our capability by attracting other specialist players to join us to broaden and diversify provision in terms of other disabilities in a holistic and inclusive way.”

In particular we commit to:

- Establish a broad service capability enabling solutions both innovative and otherwise to be created.
- Be pro-active and flexible by working with people with other disabilities.
- Extend our capability geographically without bounds - in order to meet the growing and emerging needs of the Autistic population.
- Achieve the range and scope of capability in accordance with the annexed model within a 20 year time frame.







# Core Values

- To create a culture of challenging and promoting change of practice to improve quality of service
- To strive to listen to and meet the needs of all our service users parents and shareholders
- To promote ways of enabling our service users to take more control over their lives
- To ensure we do our utmost to protect and preserve the health and well being and happiness of all our service users
- To develop a culture of engagement / ownership and participation by all members of staff to create a sense of belonging and feeling valued
- To promote a consultative style of management throughout the organisation
- To create an environment of sharing, learning and acquiring new skills promoted through effective communication, collaboration and team work building
- To underpin the above values with structural and tailored training and support mechanisms
- To make Autism Plus an employer that attracts and retains good staff
- To create real opportunities for progression utilising succession planning and other techniques to ensure we retain good employees whilst endeavouring to find the best person for each post in accordance with equal opportunities and best practice
- To strive to grow and strengthen the organisation to provide security and well being for our service users and staff







# Our Support Values

- 1** I am involved and supported to have choice and control in all of my care and support
- 2** My quality of life is enhanced
- 3** I am supported to be healthy and safe and I am supported to maintain my independence
- 4** My needs are understood
- 5** I feel safe
- 6** My staff team are experienced, well trained and effectively supported to meet my needs







# Our Philosophy and Ethos

Autism Plus has evolved by specialising in supporting and caring for people with complex needs. Autistic people with complex needs require safe, secure life long support and the freedom to choose how and where they live. We look to develop and progress users in terms of the way they live and we look for progression from residential provision to supported and semi- independent living. We look to provide vocational training and support and for some to move toward employment either via a range of exciting social enterprises or through our employment programme.

Underpinning our work is our commitment to Person Centred Planning (PCP), which guides and prompts our service delivery and strategy

We address autism specific approaches by carrying out individual assessments and therapy plans via our speech and language therapist. We also employ a Specialist Sensory Integration Therapist/ OT. In addition we are developing the PBS approach

We also recognise that over 70% of people diagnosed with autism have a range of neuro diverse conditions. Our focus is very much on the whole person and in particular in recognising the primary diagnosed condition

All of our staff receive training on autism and associated conditions, sensory integration, specialist approaches and communication methods specifically designed for working with people with autism

In addition to our internal audits, management and monitoring of services we commission an independent company (Network Care) to conduct planned audits and mock inspections. The fact that we do not rely exclusively on in house monitoring and auditing of services has proven reassuring to commissioners and families in terms of our stringent approach to driving up the quality of our services



## Our Philosophy

Keep looking towards the future

### We aspire to greatness and all that it brings

We are not afraid of challenging situations and relish the opportunities that change can bring. It is our drive, ambition and determination that will enable us to grow our own and others.

### We value the team mix and diversity

Teamwork is essential across all our boundaries as the job is too big to be done by one person alone. Individuals are encouraged to interact at all levels, sharing information and ideas and seek success- it is this that gives us a sense of belonging and powerful spirit.

### We inspire and innovate

We always believe there is a better way, but may not have found it yet. Our learning is constant and we use this to improve even the simplest of things and know that by looking through new eyes and anticipating needs creates new landscapes.

### We embrace change

We believe in growth and opportunity for all and that change is necessary to make this happen. We do not sit and wait for others but drive things forward with clear thoughts and deeds.

### We are committed to achieving results

We are continuously committed to achieving results and high performance and act decisively to do this through both collaboration and competition. It is with these attitudes and behaviours that allow us to exceed the customers experience and be true to our core purpose and people.

### We deliver our service with great joy

We receive great pleasure and satisfaction in serving our people and have great pride and passion in delivering our work. Our full value of joy comes from having people to share it with and making a difference to their lives.

These principles are at the heart of all our actions.



Telephone: 01405 812128  
Website: [www.autismplus.org](http://www.autismplus.org)  
Email: [info@autismplus.co.uk](mailto:info@autismplus.co.uk)

