

# OUR VISION, VALUES AND BEHAVIOURS

## Introduction

This document outlines the vision that BeyondAutism has for empowering people with autism. Our 4 values sit at the core of everything we do and help drive our 5-year strategy of Empowering People, Launching Lives. The behaviours associated with each value demonstrate how we will work to deliver against the vision.

Outlining these values and behaviours enables us to partner with organisations and individuals who share the same values and aspirations.

## Our vision

BeyondAutism is a charity dedicated to empowering people with autism to lead fuller lives through positive education experiences, training for the people who work with them and support for their families and carers.

## Our values and behaviours

### Dedicated to delivering excellence

**By developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.**

This means that we will:

- have high expectations of all, and deliver our best rather than aspire to it
- listen to other points of view and be open to new ideas that will help us develop and in turn develop those we work with

### Committed to Applied Behaviour Analysis

**By contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes for people with autism are achieved.**

This means that we will:

- be proud to be advocates for ABA the BeyondAutism Way, with personal responsibility for dispelling myths or invalid criticisms to wider audiences
- have a creative and flexible approach to applying ABA to meet the needs of the individual, embracing new research tools and techniques

## Respectful

**By embracing diversity, showing integrity, acting with compassion and always treating people with dignity.**

This means that we will:

- celebrate difference, taking time to discover what individuals want to achieve and supporting them in getting there
- build an open culture within the organisation, with transparency across everything we do

## Proud to challenge

**By listening, changing thinking, shifting attitudes and educating.**

This means that we will:

- have a questioning approach to everything; thinking for ourselves, not just doing what has been asked
- invite a culture of challenge – feeling supported in challenging others, and open to being challenged back

## Together we will:

- put our learners at the forefront of everything we do, allowing them a voice
- be ambassadors for our knowledge and expertise, and role models to others
- have can-do attitudes, continually pushing ourselves, challenging anything that limits expectations of our learners
- listen to others with an open mind, give all the opportunity to speak and value different perspectives
- do our part in fostering a safe environment for all, promoting a world of open conversation

Last reviewed: May 2018

Date of next review: May 2021

Review Group: Trustees