



Working in Partnership Charter

Aspect is committed to Working in Partnership with the Autistic community, and demonstrating this in a way that is meaningful, respectful and values the unique strengths and perspectives of the Autistic community. Partnership is defined as a process characterised by the equal sharing of power, decisions being made jointly and within an environment of trust.

Our purpose a different brilliant®

Understanding, engaging and celebrating the strengths, interests and aspirations of people on the autism spectrum.

Why we do this...



'Nothing about us without us'. It is ethical and essential to empower the Autistic community by working together in partnership to ensure research and services reflect the preferences and priorities of Autistic people.



No one understands the Autistic experience like Autistic people – lived experience is integral to producing more relevant and respectful research, services and supports.



The value of diversity of thought – working together with people from different perspectives often leads to more effective, more creative solutions.



With appropriate accommodations, **Autistic employees can be an excellent fit for any role.**



How do we do this?

- The Aspect Board, CEO and the Executive encourage the contribution that the Autistic community have to make within Aspect. This top down leadership creates an organisation-wide cultural shift in regard to the value of Autistic people.
- Aspect actively reaches out to the Autistic community and welcome individuals to express interest in employment or as consultants.
- Employing Autistic people. Actively seeking to employ and support Autistic people at all levels of the organisation throughout all business units including Board members, the Executive, management, professional, entry level and consulting roles.
- Decision making. Autistic people are partners in Aspect's governance, especially where key organisational decisions are made e.g. the strategic planning process.
- Research. ARCAP conducts its research using participatory and coproduction approaches to partner with the Autistic community throughout the entire research lifecycle of their projects. Community is part of the process – shared responsibility.
- Service development. All new services, processes, presentations and workshops to be coproduced with Autistic employees or consultants. Autistic people with a variety of support needs, communication styles and abilities partner with Aspect in this service development. Participants and students are partners in changes to or development of new services independently where possible, or with the assistance of trusted proxy.
- Authentic coproduction is commenced at the very inception of an idea and included throughout to ensure that it does not become an 'Autistic stamp of approval' process. Autistic contributors are listened to and contributors are encouraged to engage in a consensus driven coproduction process. Aspect tracks the outcomes of key working in partnership functions such as the Advisory Council, Communications group and Think Tank.
- Service delivery. Aspect delivers services in partnership, including co-presenting workshops, presentations and delivering autism friendly services etc.
- Participants and students have a level of autonomy and participation over their individual accommodations/ adjustments for their learning independently where possible, or with the assistance of trusted proxy.
- Demonstrating authentic working in partnership. Aspect regularly evaluates whether Autistic partners feel valued and listened to. Aspect also produces information for its Annual Report on working in partnership.

Based on the idea of a different brilliant®, Aspect's approach:

- Respects difference and diversity
- Builds a person's skills based on their strengths, interests, aspirations and support needs
- Develops autism-friendly environments
- Supports others to understand and embrace autism and to develop respectful supportive interactions.