

Aspect Ways of Working Policy

The Aspect Ways of Working Policy sets out the principles, behaviours, and practices that guide how Aspect works with Autistic people, their families, colleagues, partners, and the broader community. It reflects our commitment to person-centred, strengths-based approaches that recognise, respect, and value the unique perspectives, capabilities, and lived experiences of Autistic people.

This Policy provides a consistent framework for decision-making, service provision, collaboration, advocacy, and continuous improvement across all areas of Aspect. By embedding these principles into our daily work, Aspect is better positioned to achieve its purpose, realise its vision, and deliver meaningful outcomes for Autistic people, their families, and the communities we serve.

This Policy applies to:

- Board Members
- All staff, volunteers and contractors
- All activities, programs, locations and business units across Aspect

Aspect is committed to:

- Working effectively in partnership with Autistic and non-autistic people in governance, service design, research, delivery and monitoring. This includes Autistic people from diverse backgrounds and intersectional identities.
- Recognising the strengths, perspectives, lived experience and expertise of Autistic people, and ensuring their voices inform decision-making at all levels of the organisation.
- Providing person-centred, evidence-informed, strengths-based and neuro-affirming services that uphold the dignity, rights, goals and aspirations of each individual and their family.
- Creating inclusive, respectful and safe environments that promote belonging, participation, choice, autonomy and meaningful outcomes for the people and communities we support.
- Embedding continuous learning, collaboration, accountability and innovation in our practice to ensure we deliver high-quality services and remain responsive to changing community needs, sector developments and emerging evidence.

Policy Requirements

Partnering

Aspect is committed to fostering meaningful partnerships that strengthen outcomes for Autistic people, families and communities.

Aspect demonstrates this commitment by:

- Partnering with Autistic people and families in the design, delivery and evaluation of services.
- Collaborating with community organisations, education providers, health professionals, researchers and government agencies.
- Applying co-design principles wherever appropriate.
- Establishing partnerships that are values-aligned, ethical and mutually beneficial.
- Sharing knowledge, expertise and resources to enhance collective impact.

Service provision

Aspect is committed to delivering high-quality services that place Autistic people, participants and their families at the centre of decision-making.

Aspect demonstrates this commitment by:

- Individualised planning based on strengths, goals, preferences and support needs.
- Provision of evidence-informed services and interventions.
- Continuous monitoring, evaluation and improvement of service outcomes.
- Respecting the rights, dignity, culture, identity and diversity of participants and their families.
- Supporting informed choice, independence, self-determination and community inclusion.

Individual planning and review

Aspect is committed to ensuring planning and review processes are person-centred, collaborative and responsive to individual needs and goals.

Aspect demonstrates this commitment by:

- Encouraging active participation by individuals, families and support networks in planning and review processes.
- Identifying personal goals, strengths, aspirations and support requirements.
- Regularly reviewing progress, outcomes and changing needs.
- Documenting agreed actions and ensuring accountability for implementation.
- Using feedback and outcomes data to continuously improve supports and services.

Duty of care and dignity of risk

Aspect is committed to balancing its duty of care obligations with each person's right to make choices, take reasonable risks and exercise self-determination.

Aspect demonstrates this commitment by:

- Respecting individual rights, autonomy and informed decision-making.
- Supporting positive risk-taking where risks have been appropriately assessed and managed.
- Implementing safeguards to protect the safety and wellbeing of participants, staff and stakeholders.
- Applying risk management processes that are proportionate and person-centred.
- Ensuring staff understand their legal, ethical and professional responsibilities relating to duty of care and dignity of risk.

Positive behaviour support

Aspect is committed to delivering Positive Behaviour Support (PBS) that improves quality of life, promotes human rights and supports meaningful participation in home, school, work and community settings.

Aspect demonstrates this commitment by:

- Providing PBS services aligned with the NDIS Quality and Safeguards Commission framework and relevant legislation.
- Promoting proactive, person-centred and evidence-informed approaches to understanding and responding to behaviour.
- Working collaboratively with participants, families, carers and support networks.
- Minimising and eliminating restrictive practices wherever possible through assessment, planning and review.
- Ensuring PBS practitioners maintain appropriate qualifications, supervision and professional development.

Stakeholder management and advocacy

Aspect is committed to building trusted relationships with stakeholders and advocating for better outcomes for Autistic people and their families.

Aspect demonstrates this commitment by:



- Engaging openly and respectfully with participants, families, communities, government and sector partners.
- Seeking and responding to stakeholder feedback.
- Promoting awareness, understanding and acceptance of autism across the community.
- Supporting initiatives, policies and reforms that improve inclusion, accessibility and quality of life.
- Ensuring communications are respectful, transparent and aligned with Aspect's values and purpose.

Breach and Consequences

Non-compliance with this Policy could result in Aspect breaching legislation or regulations, and could result in financial penalties, reputational risk and/or other impacts on Aspect's operations. It could also impact the quality of Aspect's services, stakeholder relationships and partnerships, which are critical to Aspect delivering on its purpose and vision.

Deliberate non-compliance by staff may result in disciplinary action and will be managed in accordance with Aspect's People Policy.

Definitions

Term	Definition
Autistic Person	A person who identifies as Autistic. Aspect recognises that language preferences vary and adopts identity-first language in recognition of the preferences of many Autistic people.
Person-Centred	An approach that places the individual, their goals, preferences, strengths and choices at the centre of decision-making and service provision.
Positive Behaviour Support (PBS)	An evidence-based framework focused on improving quality of life and reducing behaviours of concern through proactive and person-centred strategies.
Dignity of Risk	The right of an individual to make informed choices, take reasonable risks and learn from experiences while being appropriately supported.
Co-design	A collaborative approach that involves people with lived experience in designing, developing and evaluating services, programs and initiatives.
Stakeholder	Any individual, group or organisation that has an interest in or is affected by Aspect's activities, services or decisions.

