



Our Values, Ethos & Approach to Neurodiversity

Autism Mentors Ltd – Neurodiversity Mentoring & Carer Services

Effective Date: 1st September 2025

Next Review Date: September 2026

Who We Are

At Autism Mentors Ltd, we are a neurodiversity-affirming service rooted in empowerment, inclusion, and respect. We provide tailored mentoring and carer support that uplifts and celebrates each individual's unique profile, strengths, and needs.

We do not seek to “fix” or pathologise neurodivergence; instead, our focus is on enabling autonomy, self-expression, and wellbeing.

Our Core Values

Respect & Dignity

We treat every individual—clients, families, and colleagues—with compassion and understanding, recognising diverse communication styles, sensory needs, and lived experiences.

Person-Centred Practice

Our approach focuses on the individual, not the diagnosis. Support is responsive, flexible, and co-designed with the people we serve.

Empowerment

We support individuals to build confidence, independence, and agency—on their terms and at their pace.

Integrity & Transparency

We are open, honest, and professional in all interactions, ensuring clear communication with families, staff, and external professionals.

Inclusion & Belonging

We create spaces where neurodivergent people feel safe, valued, and celebrated—free from stigma, judgment, or forced conformity.

Collaboration

We work closely with families, schools, local authorities, and other agencies to ensure a joined-up, consistent approach to support.

Our Ethos

We view neurodiversity as a natural and valuable part of human variation. Our ethos is grounded in the social model of disability: societal barriers, not individual differences, create exclusion.

We advocate for:

- Strengths-based support, not deficit-focused approaches
- Autonomy and self-advocacy, not control
- Supportive environments, not forced compliance

Many of our mentors and carers bring lived experience of neurodivergence, enabling insight, empathy, and authentic guidance.

Our Approach to Neurodiversity

We recognise:

- No two neurodivergent individuals are the same
- Support must be adapted for sensory profiles, executive function needs, communication styles, and emotional regulation
- Trauma-informed, relationship-based practice is essential
- Affirming identity and promoting self-advocacy is central to long-term wellbeing

We ensure:

- Reflective practice and supervision for staff
- Ongoing training in autism, ADHD, PDA, trauma, and mental health
- Inclusion of neurodivergent voices in shaping practice, resources, and training

A Message to the People We Support

- You do not need to mask who you are to receive support
- We believe in your strengths
- We adapt to your needs, not the other way around
- You are safe, valued, and celebrated here

Policy Approval

Signed:

A handwritten signature in black ink, appearing to be 'MW' or similar initials, written in a cursive style.

Name: Michelle Wray [Director / Safeguarding Lead]

Date: 1/9/25