




## More:Education



### Core Values and Behaviours

#### More Education and Subsidiaries

Policy Name	More Education Hub Core Values and Behaviours
Version Number	V1
This policy was developed by	Head of Operations
These people were consulted/involved in developing the policy	Trustee Board
This Policy was adopted by	Trustee Board
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Signed (on behalf of Trustee Board)	

As a charity, it is extremely important that we have a document that sets out our ethos, values and the behaviours that we expect of our staff, volunteers and contractors.

This document encompasses our ethos throughout the charity. As a young charity, this is an evolving document. However, the following are key principles that underpin our ethos.

### ***Background***

More Education was founded in August 2021 (encompassing the brands Koala Community Hub and Koala Academy) and followed 2 successful years of the Andover Neurodiverse Adults group (founded in 2019).

The charity supports all ages of neurodivergent people and those with learning disabilities. We support those with high and low support needs and we also support parents and families.

All of our hub group sessions and training are sensory-friendly and low demand. We also limit the numbers of our groups to 12 participants. This ensures that our environment is always sensory safe.

### ***Core Values and Ethos***

- We are neurodiversity-affirming; this means that we believe that everyone has a place in the world and we celebrate the differences in how we (and others) see the world. There is no right or wrong way to view the world.
- We do not use functioning labels; we do not believe in the use of terms like 'high' or 'low' functioning as we believe that they are harmful to neurodivergent people. For example, a non-speaking autistic person may not have associated learning disabilities and as such should not be labelled as 'unable' to complete certain tasks. This is infantilising and isolating. We also do not assume that an individual who 'masks' is high-functioning as this then removes the ability to access support.
- We champion the use of technology and AAC; this means that we do not believe in removing technology from people as a form of punishment or deciding HOW someone can communicate with the world. We believe that being able to communicate is a human right and people should be supported to communicate how they are most comfortable.
- We are vehemently anti ABA, PBS or any other coercion strategy which may be used to 'correct' behaviours. All behaviour is communication and the root cause must be sought.
- We use first person language – ie 'I am autistic' not 'I have autism'. Whilst we respect a neurodivergent person's right to use whichever language they see fit, as a charity, we will always use these terms. This is because we believe that neurodivergence is the make up of our brain – it is not an illness that can be cured.
- We educate gently. This means that we do not expect everyone to understand how the majority of our community wants to be addressed and the correct terms that are used. We

educate gently and do not ever belittle those who are keen to learn and communicate effectively with neurodivergent people.

- Wherever possible we will only share peer-reviewed research to educate the community. We also champion research by fellow autistic researchers.
- We operate an 'open-door' policy and expect our community to discuss any concerns or issues that they may have. We know that it may not be easy for our community to do this so we will ensure that those conversations are as easy to access as is possible for our community.
- We acknowledge and support those from the LGBTQ+ and ethnic minority communities and are strictly trans friendly. Homophobia or racism will not be tolerated in ANY way or form at More Education.

### ***Staff/Volunteers***

People are at the core of everything that we do. As such we want to ensure that our staff and volunteers feel looked after and valued at all times. To support this we have created the 'Staff Conduct' policy. This sets out the commitment we expect from our volunteers and what we offer in support of our volunteers. A similar commitment is expected from staff and forms part of the contract of employment.

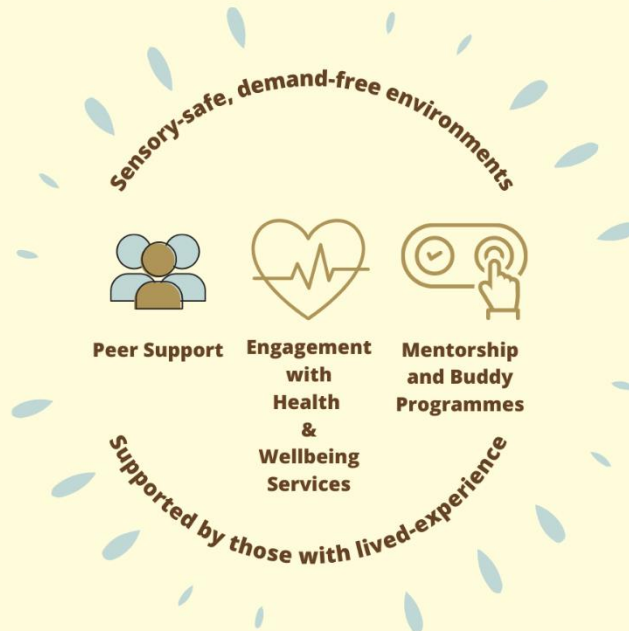
### ***Koala Community Hub's 3 core goals***

At the hub we work to three core values. Below are those values and how we aim to achieve them:

# Koala's three goals for the local neurodivergent and autistic community, within Test Valley:



## We will achieve this by:



We believe in authentic co-production and that we are facilitators for our community. Our community are consulted on decisions and, for major projects, a community working group will be created to ensure that ALL voices are heard.

We support our community through peer support groups, training, enablement and mentorship/buddy programmes. We do not charge to access any of our support as we feel that this is a barrier to access.

### ***Expected Behaviours***

As a neurodivergent-led charity we are aware that many of our volunteers and staff will be neurodivergent. As such we ensure that we understand the profile of each of our team so that we can support them effectively. There are core behaviours that we expect from all employed and volunteer members of the team:

- To commit to all training that is received so that everyone can support the community safely
- To attend the sessions that they are expected to, unless they cannot through sickness/other reasons
- To respect everyone's privacy – everything that is discussed with a member of the community is private unless a safeguarding concern is raised (then the appropriate safeguarding policy is followed)
- To ensure that interactions with our community are appropriate
  - Sharing our backgrounds is often an important way to form connections. However, it is really important that we do not overshare our experiences, especially with young people
  - We are not qualified to diagnose members of our community. Whilst it is absolutely fine to affirm someone's thoughts on the way that they view the world, staff and volunteers are not to 'diagnose' people
  - Sharing of personal details, connections on social media and other means of 1:1 communication are strictly prohibited with community members unless they were known to a staff member/volunteer prior to their involvement with Koala.
  - For more information, we have created the 'Social Media Guidance Notes' policy, which can be found with our policies

### ***Safeguarding***

Safeguarding practice is at the core of everything we do. We have a responsibility to ensure that the children, young people and vulnerable adults that we work with are protected at all times. For this reason, recruitment of both staff and volunteers will take place using safer recruitment practises.

Our safeguarding policies can be found in hard copy at the Community Hub or on [www.moreeducation.co.uk](http://www.moreeducation.co.uk)