



THE
DONALDSON
TRUST

The National Body for Neurodiversity

Our strategy to 2027

Why we are here

Neurodivergent people face inequalities in many areas of life, including education, employment and healthcare.

In 2020 we were one of the first charities to raise awareness and promote acceptance of neurodiversity in Scotland. Since then, there has been much wider public and media interest in neurodiversity, leading to reviews of equality, diversity and inclusion in employment policy and an increase in those who now identify as neurodivergent. It is estimated that 1 in 7 people are neurodivergent.

In the last four years, we have begun the journey of expanding our reach within Scotland through our diversified service offerings, we have delivered training and support to businesses and organisations across the United Kingdom and beyond, and in turn, increased our income and sustainability as an organisation.

Society does not always understand or meet the needs of neurodivergent people. This can leave them feeling invisible, socially and economically isolated, and can lead to discrimination.

This must change.



Delivering for neurodivergent people

To help us effect change we have identified **three strategic priorities** and **five strategic enablers** that will see us reaching more people and increasing our impact, with a focus on supporting individuals, encouraging understanding, driving excellent practice related to neurodiversity, and amplifying neurodivergent voices.

Who we are and what we do

As the National Body for Neurodiversity, we are a catalyst for societal change.

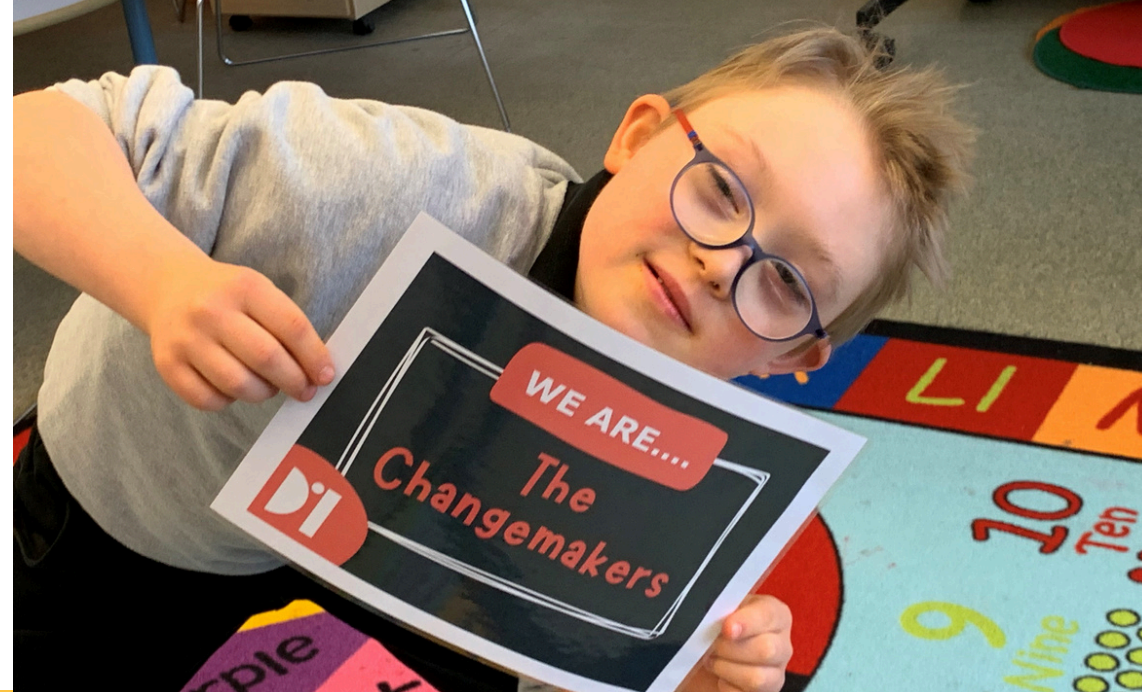
We aim to be at the forefront of driving this change, and make a difference with, and for, neurodivergent people.

- Our services support children, young people and adults.
- Through our neurodiversity training, consultancy and advisory service, we improve access and opportunity for neurodivergent people across a variety of settings and environments.
- Our influencing policy work delivers change and empowers neurodivergent voices.



**We support, educate, lead, persuade
and campaign, always placing
neurodivergent people at the heart
of what we do.**

What we believe



Our Vision

A society in which neurodivergent people are understood, accepted, treated fairly and valued.

Our Purpose

To affect societal change to value neurodiversity by encouraging understanding, driving excellent practice related to neurodiversity, and amplifying neurodivergent voices.

Our Values

We share what we know

We share our knowledge so that more neurodivergent people can thrive.

We connect people

We build partnerships and collaborations to increase opportunity and inclusion for neurodivergent individuals. We achieve more together.

We remove barriers

We work together to look for win-win solutions. We make it easier for neurodivergent people to feel accepted, valued and that their voice is heard.

Our strategic priorities

Services

We will provide quality specialist services for neurodivergent children, young people and adults across Scotland.

We will improve our education curriculum and practices through the School Improvement Plan.

Our services will deliver the highest quality specialist support for neurodivergent people.

We will grow campus-based services to ensure sustainability.

We will extend service reach through the opening of new services outside of our Linlithgow campus.

Connect

We will increase opportunities, access and acceptance for neurodivergent people and their families.

We will develop and launch Connect delivery model.

We will grow our programme of workplace training and consultancy.

We will improve the quality of accessibility of support, advice and guidance through partnerships.

Influencing

We will drive societal change through influencing and engagement.

We will commission, publish and contribute to research.

We will contribute to national and local policy developments and reviews.

We will influence practice through leadership relevant to our vision and purpose.

Enabling priorities



People and Culture

It is through our people that we will achieve our ambition. We will create an environment where our colleagues can thrive, are valued and empowered to drive organisational development



Finance and Sustainability

We will ensure long-term sustainability by putting the right resources in place and using them effectively to enable planned growth and remain fit for the future.



Quality

We will embed a systematic and coordinated approach to quality to support outcomes and drive continuous improvement.



Marketing and Communications

We will increase awareness and understanding of our work, building trust and confidence, drive business growth and deliver positive societal change.



Digital

We will harness technology to transform how we work, improve outcomes, drive service development and deliver efficiency.



The difference we'll make

Our strategy isn't just about what we're doing, but about the change we're making to ensure neurodivergent voices are heard.

Our commitment to sharing knowledge, collaborating and connecting, and removing barriers, will shape a world where neurodiversity is truly understood, embraced, and celebrated.

A society in which neurodivergent people are understood, accepted, treated fairly and valued.

Together we'll find your voice.

Further information

If you would like further information about our strategy, or our any aspect of our work, please email info@donaldsons.org.uk or call 01506 841900.

www.donaldsons.org.uk

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The Governors of The Donaldson Trust is a registered charity in Scotland, number SC017417.