



Our Strategy

Vision

A world where everyone with neurodevelopmental conditions achieves their potential.

Mission

Embracing Complexity brings together organisations working to improve the lives of people with neurodevelopmental conditions. By thinking differently about how we campaign, fund research and offer support, we can improve lives faster, more efficiently and more effectively.

Values

- Inclusive: we're here for everyone with neurodevelopmental conditions and we welcome anyone who shares our agenda
- Impactful: we want to meaningfully change things for an often overlooked group of people as quickly as possible
- Individual: we recognise that everyone with neurodevelopmental conditions has different strengths, challenges, needs and desires
- Inspiring: we want everyone to play their part and share in our passion to do things differently
- Imaginative: just like the people we support, we think differently about how we can achieve our goals

Principles

- We believe that our priorities should be set by the people we serve
- We believe that diagnosis should be timely, accurate and accessible to all
- We believe that support should be personalised, easy to access and built on the best evidence
- We believe that research should cross diagnostic boundaries and recognise the complexity of people's lives
- We believe that all public services and all parts of society have a role to play in improving the lives of people with neurodevelopmental conditions
- We believe that we achieve more when we work together

What is a neurodevelopmental condition?

A neurodevelopmental condition is any lifelong condition, generally present from the early stages of life, which affects the brain and influences how people think, perceive the world or interact with others.

Our membership

Embracing Complexity takes a deliberately broad approach to membership; our members include charities, researchers, social enterprises and professional organisations, and focus on many different NDCs as well as common co-occurring conditions and issues particularly relevant to people with NDCs, such as sleep and communication. Membership is free to all who subscribe to our core values.

At present, all our members are based in the UK and our work focuses on driving change within the UK. However, we are committed to working alongside international partners, particularly around research development.

Strategic priorities

- Accurate diagnoses and information for everyone with neurodevelopmental conditions, no matter their age or where they live.
- For everyone to recognise the need to adapt their services, support and their own behaviours so that people with neurodevelopmental conditions can access the same opportunities as their peers.
- Greater investment in research that aligns with the needs and priorities of people with neurodevelopmental conditions and their families, including research that crosses diagnostic boundaries.

Aim	Objectives	Enablers	Indicators
<p>Accurate diagnoses and information for everyone with neurodevelopmental conditions, no matter their age or where they live.</p>	<p>Influencing the development of policy, based on evidence and lived experience, on NDC diagnostic provision at a national level</p>	<ul style="list-style-type: none"> ▪ Greater investment in research on effective diagnosis and support, particularly multi-diagnostic approaches ▪ Examples of evidence-based best practice from diagnostic services ▪ Links with and between a range of Government departments as well as local diagnosis and support services ▪ Brief, clear and accessible messaging around the overlap between NDCs and the 	<ul style="list-style-type: none"> ▪ Greater recognition from services and the wider public of the overlap between NDCs ▪ Increasing numbers of Government and NHS policies recognising the overlap between NDCs and the need for support and information before, during and after the diagnostic process ▪ Clear child and adult diagnostic pathways for all NDCs ▪ More consistent rates of NDC diagnoses by region across the country
	<p>Supporting Government and NHS bodies to build effective diagnostic services</p>		
	<p>Supporting Government and NHS bodies to build effective support for people with possible NDCs before and after diagnosis</p>		

		<p>need for more effective diagnosis and support</p> <ul style="list-style-type: none"> ▪ Integrated planning and commissioning between CCGs, local authorities and the education system 	<ul style="list-style-type: none"> ▪ Reduction in people with NDCs and their families presenting to health and social care settings in crisis ▪ Reduction in waiting times
<p>For everyone to recognise the need to adapt their services, support and their own behaviours so that people with neurodevelopmental conditions can access the same opportunities as their peers.</p>	<p>Developing the “business case” for ensuring accessibility for people with NDCs</p>	<ul style="list-style-type: none"> ▪ Greater investment in research on the barriers facing people with NDCs and effective ways of removing these barriers ▪ Examples of evidence-based best practice from schools, employers, healthcare and other services ▪ Impact assessments for people with NDCs 	<ul style="list-style-type: none"> ▪ Greater recognition from schools, employers, healthcare and other services of the need to make changes to support people with NDCs ▪ Greater recognition from the wider public of the need to change their own behaviour to support people with NDCs ▪ Reduced numbers of people with NDCs and their families presenting
	<p>Supporting Government departments to tackle inequalities and barriers facing people with NDCs, including advocating the benefits of co-production</p>		
	<p>Influencing the development of policy, based on evidence and lived experience,</p>		

	<p>impacting on access to effective healthcare, education, employment and other services for people with NDCs</p>	<p>across all relevant policy</p> <ul style="list-style-type: none"> ▪ Brief, clear and accessible messaging for services and the wider public on how and why behaviour should change ▪ Links with and between a range of Government departments as well as other services ▪ Improved data on members' existing activities and resources 	<p>to health and social care services in crisis</p> <ul style="list-style-type: none"> ▪ Reduced unemployment amongst people with NDCs ▪ Increased co-production and consultation with a range of people with NDCs and their families in the development of services
<p>Greater investment in research that aligns with the needs and priorities of people with neurodevelopmental</p>	<p>Developing the "business case" for trans-diagnostic research</p>	<ul style="list-style-type: none"> ▪ Priority-setting with NDC communities 	<ul style="list-style-type: none"> ▪ Increased number of publications that cross NDC diagnostic boundaries

<p>conditions and their families, including research that crosses diagnostic boundaries.</p>	<p>Advocating the benefits of co-production at every stage of research</p>	<ul style="list-style-type: none"> ▪ Improved data on members' existing research activities and resources ▪ Links with and between researchers, research funders, and NDC communities ▪ Measures to improve accessibility of research participation for people with a range of NDCs 	<ul style="list-style-type: none"> ▪ Increased research collaborations between organisations focusing on different conditions ▪ Improved knowledge base for pan-neurodevelopmental diagnosis and support options ▪ Increased co-production and consultation with a range of people with NDCs and their families in the development of research
	<p>Promoting and supporting collaborations within and between research institutions, charities, and NDC communities</p>		