

Towards Transformation Leadership Framework summary of the stages involved

1. Understand and define (2021)

Conception



Conception of the approach through the Towards Transformation Plan policy conversations.

The Scottish Government, Inspiring Scotland, The Assembly and others worked with people with lived experience to establish a new process that put the voices and experiences of autistic people and people with learning disabilities at its heart.

Created new roles called ***Drivers, Allies and Engineers***.

Planning to explain roles, clarify expectations and lines of accountability.

Research



Research commissioned on accessing mental health services with autistic people, adults with learning disabilities, and family members and carers.

An **autism research survey topic guide** was developed with 10 members of the Inspiring Scotland Autism Advisory Forum, Scottish Autistic People's Organisations, national autism charities and Scottish Government.

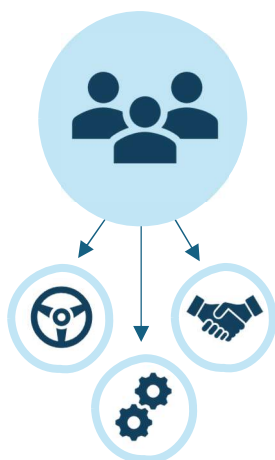
Assenti Research commissioned to do two pieces of research on experiences of accessing mental health services, one on autistic adults and one on family members and carers.

The **Assembly Programme Manager** carried out focus groups and one-to-ones with people with learning disabilities to find out their main issues on accessing mental health support and services.

The National Autistic Implementation Team (NAIT) commissioned to undertake a Rapid Review of Mental Health in Autistic Adults, focusing on 'Prevalence, Interventions and Outcomes.'

The Scottish Learning Disabilities Observatory commissioned to produce a review of evidence.

Recruitment



People with lived experience recruited. The Driver role was advertised through The Assembly and the Autism Advisory Forum.

Service managers and organisational representatives recruited. People in this role were called Engineers. They were invited to take part by the Scottish Government policy team for their potential to influence and progress agreed actions and reflect a wide range of sectors and services.

Allies recruited. Other individuals were invited based on existing and long-standing engagement and working relationships with people with learning disabilities and autistic people.