

NEURODIVERSITY IN THE WORKPLACE: Support and Inclusion Strategies

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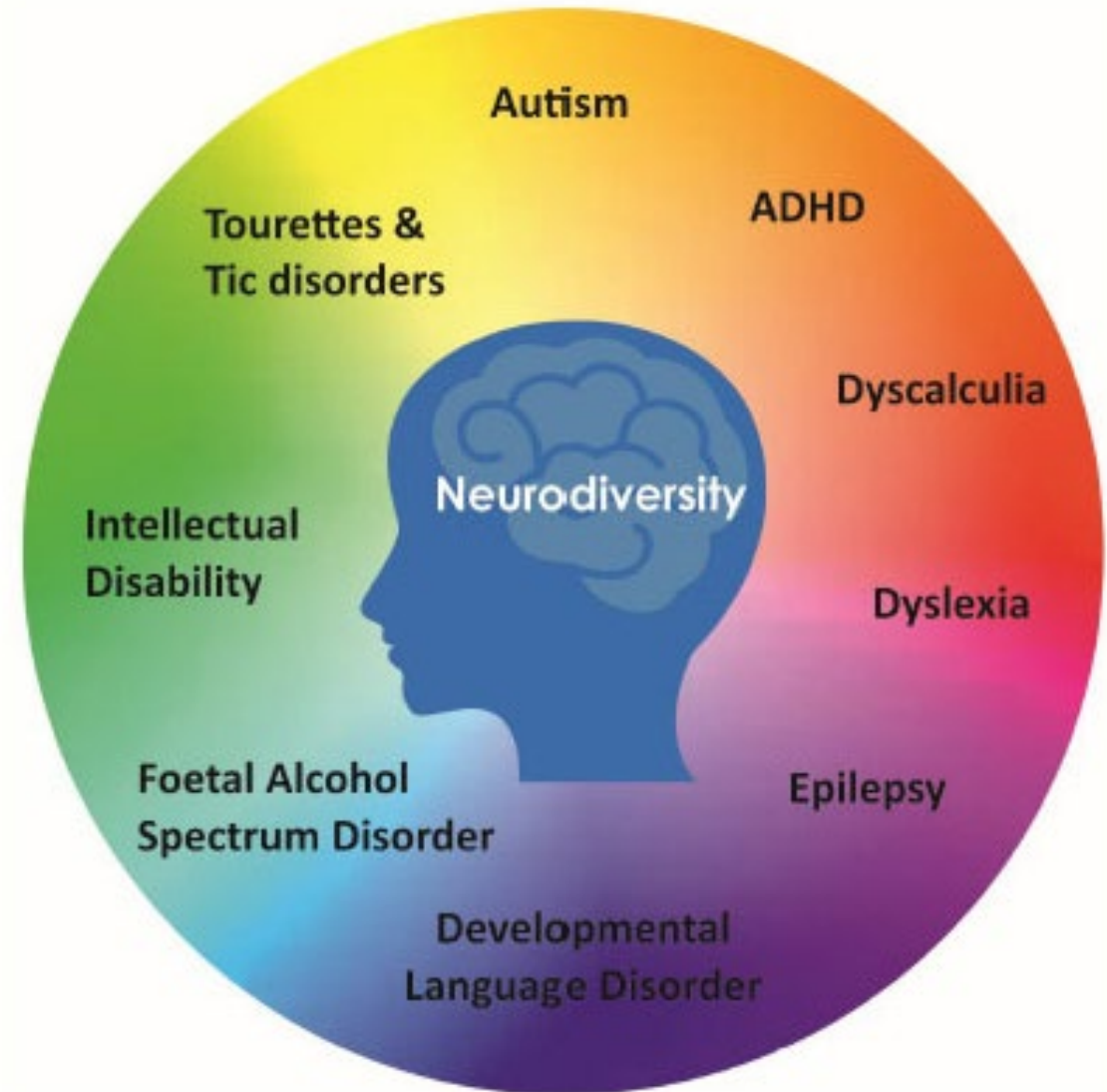
Recognising and valuing neurodiversity is fundamental to genuine inclusion.

By understanding and embracing the unique perspectives and abilities that neurodivergent individuals bring, we not only enrich our organisations but also drive innovation and progress.

It is essential that we design our environments and processes to support diverse ways of thinking and working, ensuring that everyone has the opportunity to contribute and thrive.

What is Neurodiversity?

- Differently wired brains
- Occurs in 15-45% of the population
- Not an illness and doesn't need fixing or curing



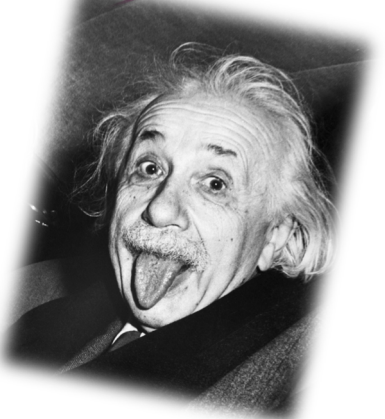


Great in an emergency

Innovative

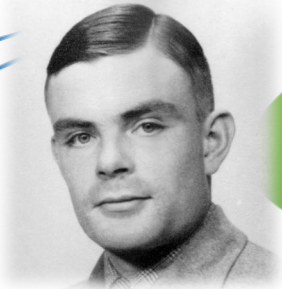
Creative

Good for business



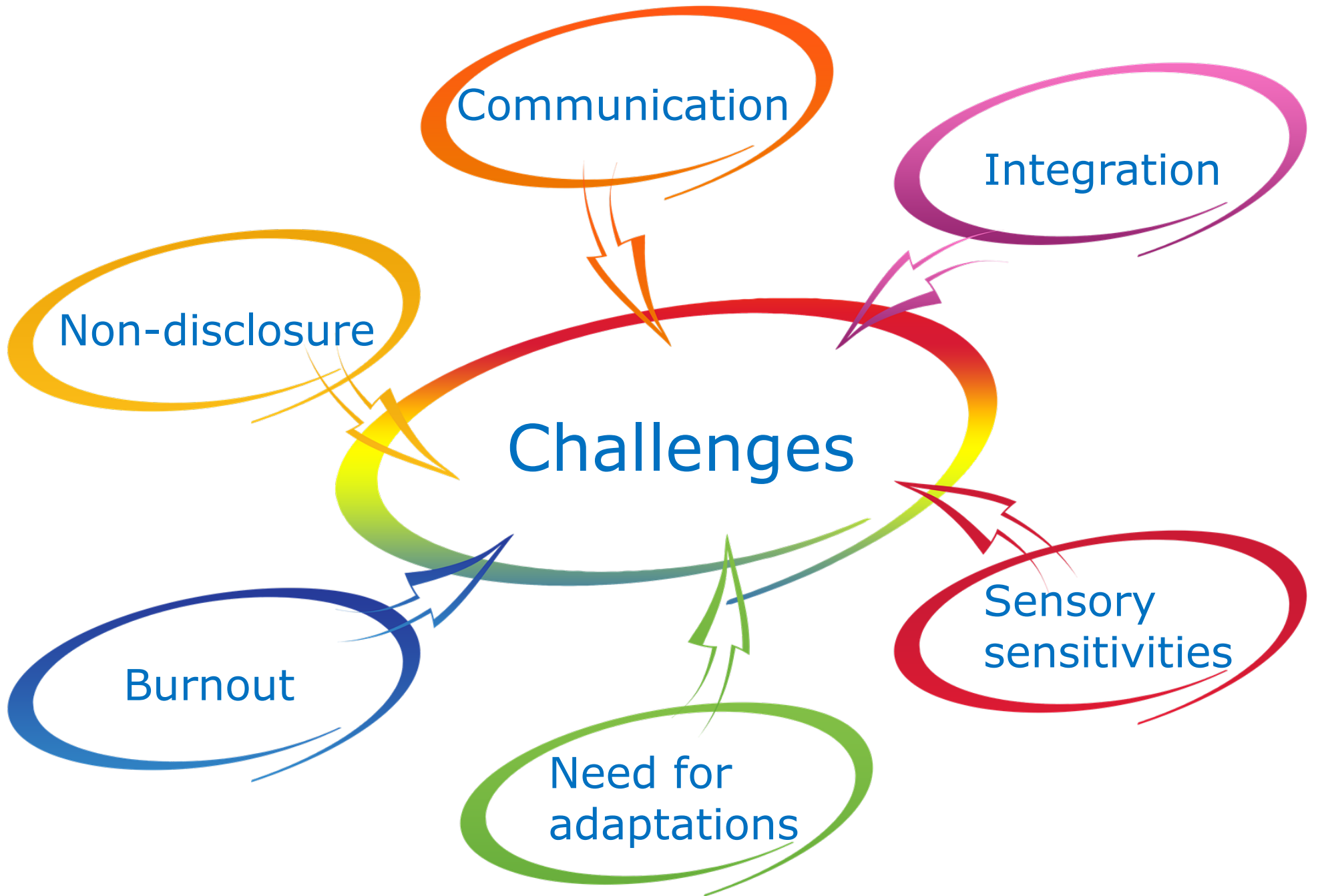
Attention to detail

Problem solving



Pattern recognition







Disclosure

- Fear of discrimination or stigma
- Previous negative experiences
- Lack of awareness or diagnosis
- Concern over career impact
- Desire for privacy
- Unclear policies or support
- Unaware of the support they could receive

Encouraging Disclosure

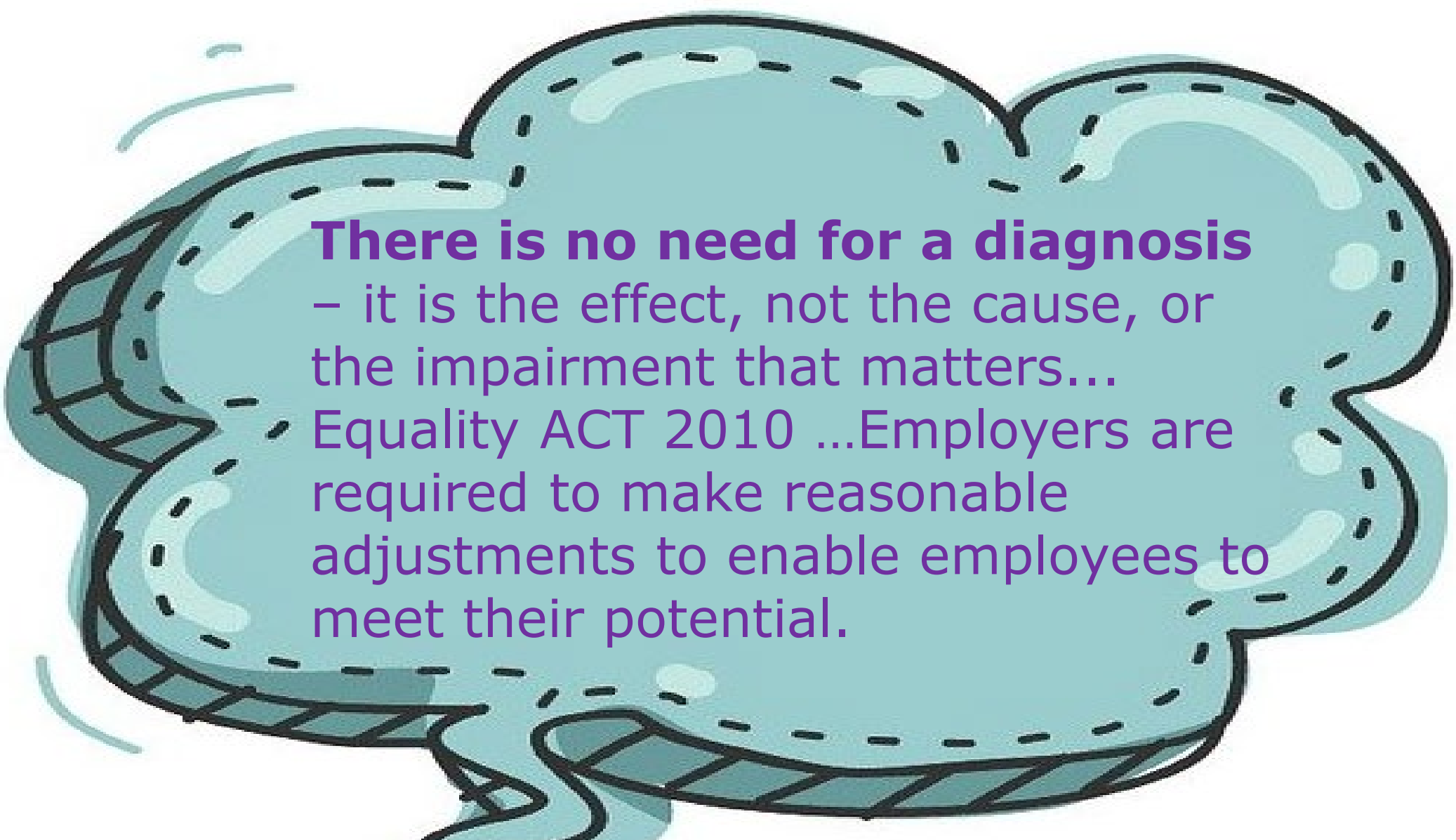
- Create an inclusive and safe culture
 - Encourage openness
 - Senior management disclosure examples
 - Clear anti-discrimination policies
- Confidentiality assurance
- Provide clear information and support
- Offer anonymous support options
- Train managers and HR
- Proactively offer adjustments
- Clarify legal protections



Workplace Adjustment Passport

- Details of the disability
- How it impacts the employee at work
- Medications?
- Is the disability or health condition permanent?
- Have they been referred to occupational health?
- Access to work
- Risk assessment
- Personal Emergency Evacuation Plan (PEEP)
- Display Screen Equipment (DSE)

Reasonable Adjustments



There is no need for a diagnosis
– it is the effect, not the cause, or
the impairment that matters...
Equality ACT 2010 ...Employers are
required to make reasonable
adjustments to enable employees to
meet their potential.



Did you know failure to make reasonable adjustments is one of the most common types of disability discrimination?

Workplace Adjustments

FREE

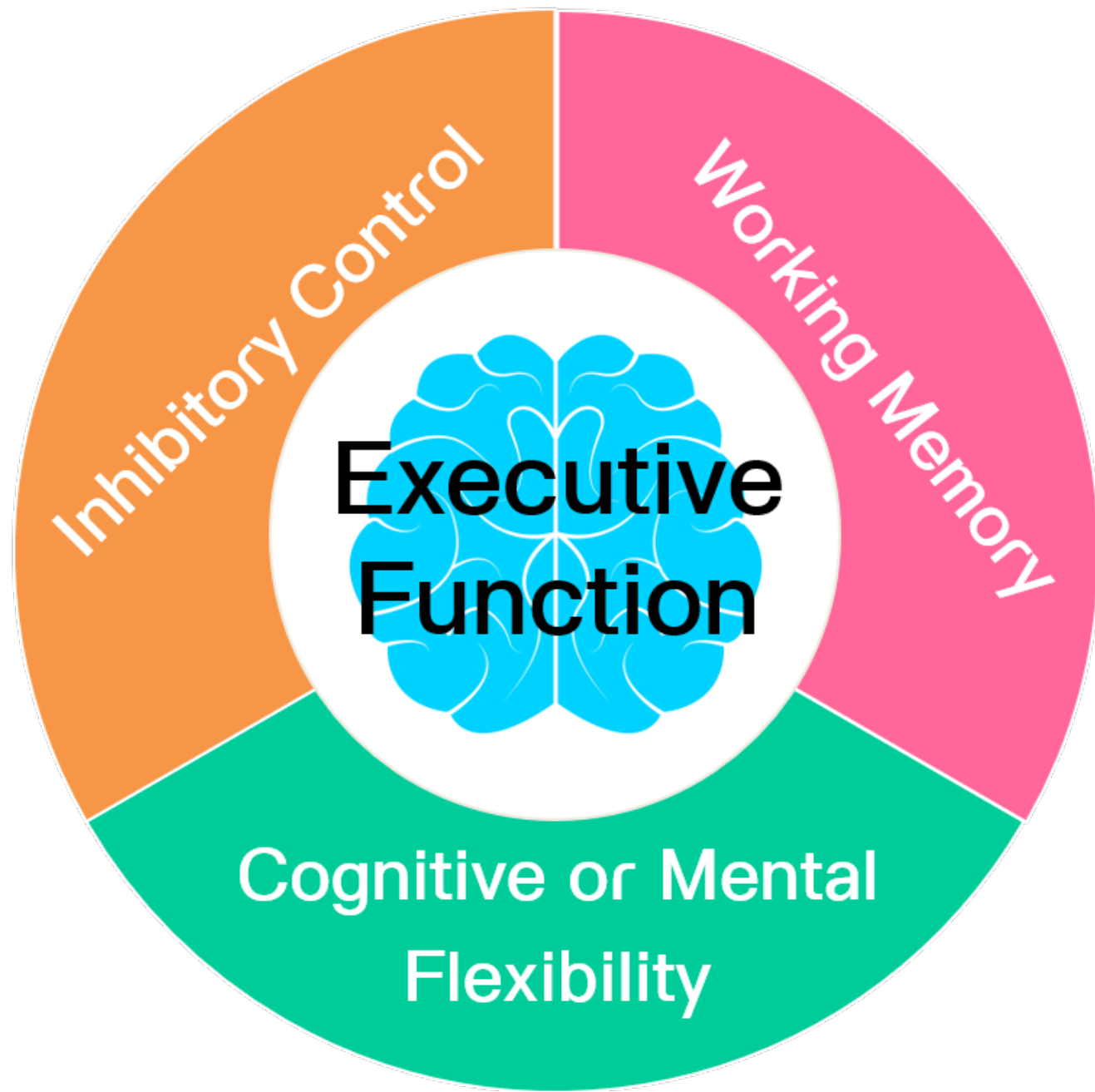
Adjusting targets or timescales • Software – narrator, otter ai, live captions, spelling or grammar checkers
• Regular supervision/peer mentoring • Changing desk

LOW COST

365 accessibility features • Ergonomic mouse • Visual timers • Monitors, headphones • Changing lighting
• Stationery

HIGHER COST

Specialist software (e.g. Dragon) • Strategy Coaching
• Support worker • Transport • Adapted equipment (such as chairs or desks)







Strategies to Support Executive Functions

- Notebooks or digital apps externalises information
- Structured planning and time management
- Visual aids and structured lists

Final Tips for Employers



Be proactive,
not reactive



Focus on
strengths



Commit to Inclusivity



Thank You!

Questions?