

Making your workplace accessible

We can all benefit from being in a neurodiverse team. By having open and accepting conversations and making some small changes to be more inclusive, everyone can be happier and more productive at work.

Make things more predictable

Uncertainty causes anxiety. Think about how you can add certainty to the working day, with allocated desks and parking spaces, as well as clear agendas, deliverables and timeframes.

Think about sensory differences

Think about how noise, smells, light and temperature might affect staff. They may prefer to work from home, or in certain places in the office or with headphones. You could offer a dedicated quiet room for staff.

Be clear and say what you mean

Try to avoid language that can be confusing such as acronyms or jargon. And if you say you'll do something, stick to it.

Give time for processing

Think about how you can give staff time to prepare before meetings with notes, agendas and attendee lists. Give them time to process and respond after a meeting has ended.

Don't make socialising a chore

Not everyone wants to meet after work in a noisy pub. Make social events optional and vary the types activities and timings so they are more inclusive.

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Ask for personal preferences

Every neurodivergent person has different needs, preferences and ways of working. If they aren't sure what might help, you could offer a range of adjustments or just keep the conversation open

Learn more

This is one part of the Autistica Employers Guide to Neurodiversity. If you haven't already registered for our other guides and updates, visit: autistica.org.uk/employers-guide