

Neurodiversity at Work

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employment
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A blue graphic element consisting of a curved line that starts from the bottom left, goes up and right, then curves down and right, ending in an arrowhead pointing to the right.

Today's agenda

- What is neurodiversity?
- Neurodiversity in the workplace
- Attitudes towards neurodiversity
- Support and actions for employers & workplaces
- Q&A

What has brought you here today?

What questions have you got about this topic?

To learn more?

Neurodiversity?

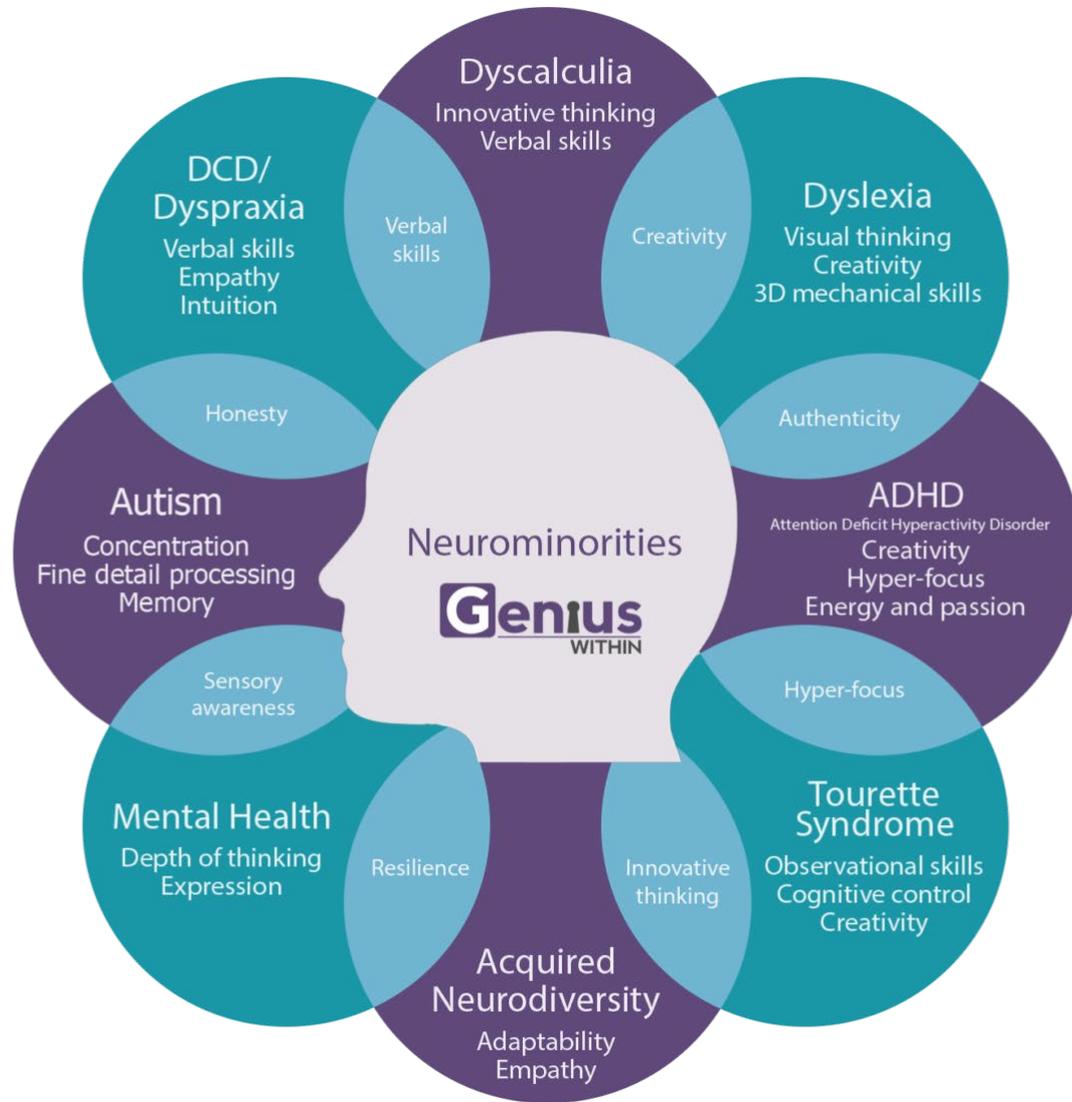
Neurodivergent?

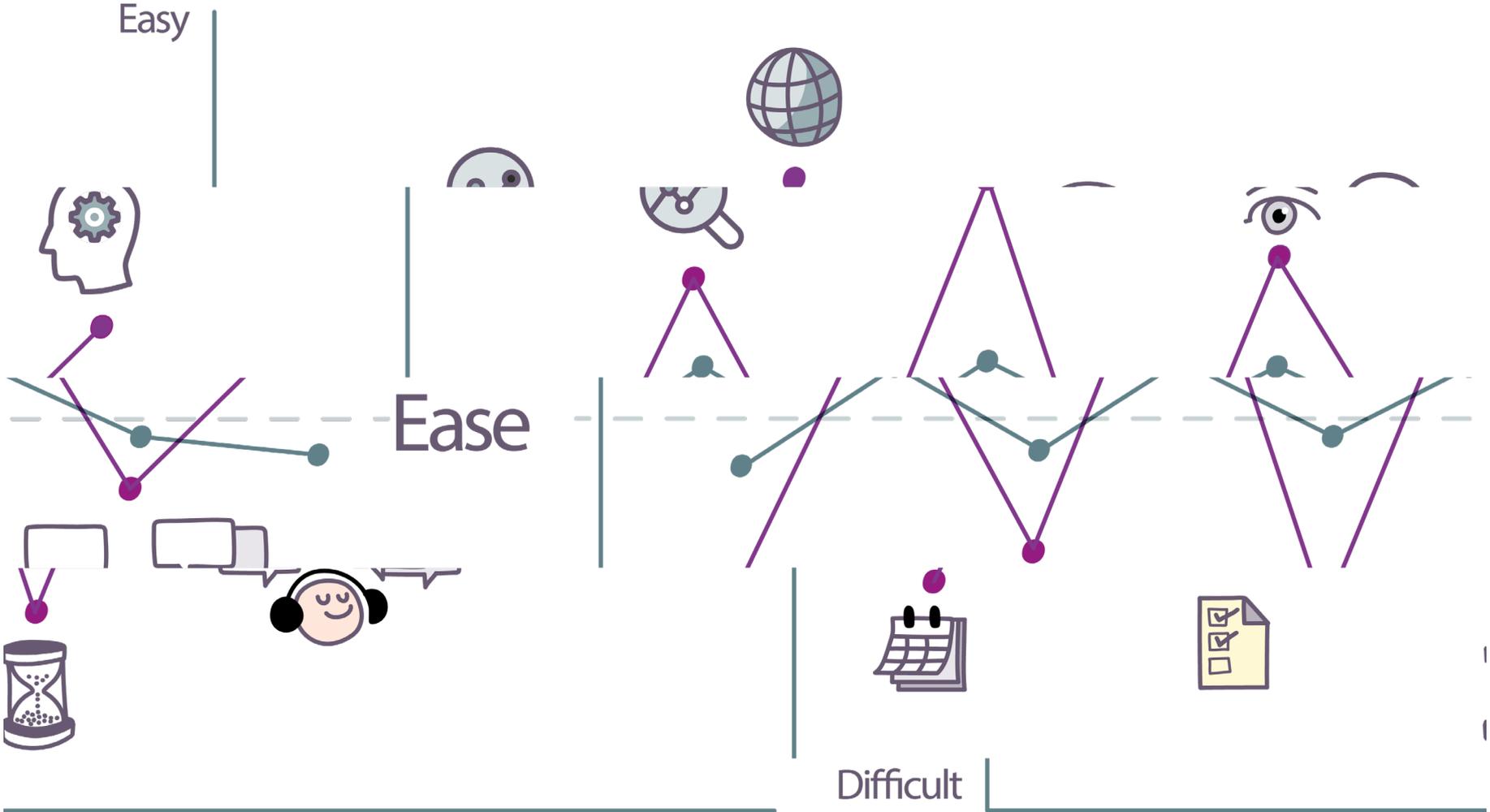
Neurotypical?

Neurominority?

Neurodiverse?

Strengths and skills over labels or deficits





Cognitive Abilities

Cognitive

HR professionals lack confidence in spotting neurodivergence

Employment tribunals on the rise for neurodivergent workers

Neurodivergent social workers 'exhausted' from lack of understanding at work

Lived experiences of neurodivergents are worse than the perception neurotypical people have of inclusion

Workspaces failing needs of neurodiverse employees

Noiseless workplaces and better focus: How neurodiverse employees can benefit from working remotely

A Strengths-Based Approach to Neurodiversity

How Leaders Can Support and Embrace The Untapped Potential of Neurodiverse Talent

How neurodivergent individuals contribute to innovation

Richard Branson: 'Dyslexia is my superpower'

Benefits of a neurodiverse workforce

- Diversity of thought
- Improved problem solving & creativity
- Increased productivity
- Improved wellbeing
- A better company culture

What do you see as the benefits of a neurodiverse workforce?

What do you see as the challenges?

In your personal experience?

At your organisation?

Neurodiversity at work



Neurodiversity at work

Our organisation genuinely values neurodiversity and will support neurodivergent individuals to perform at their best

61% agreed

The culture of our organisation is neuro-inclusive

55% agreed

There is a general awareness across the workforce about what neurodiversity is and why it's important

52% agreed

Potential actions in the workplace

- Understand the current situation using data
 - *Collect experiences of current employees & to identify gaps*
- Improving awareness and understanding
 - *Engage with experts in the field*
 - *Look for good practice examples & resources*
 - *Implement training, e.g. Aviva*
- Changing policies and practices
 - *Develop policies on neurodiversity, reasonable adjustments, wellbeing*
 - *Review recruitment practices, e.g. Dell & SAP*
 - *Make sure to follow legal guidance*

Potential actions in the workplace

- Reasonable adjustments
 - *Should be practical, affordable, positive impact*
 - *Can address ways of working, communication, recruitment & support*
- Open and safe conversations
 - *Learn from current and lived experiences*
 - *Empower neurodivergent voices*
- Individual and bespoke approaches
 - *Make sure policies & processes are relevant to your organisation*
 - *Everyone is unique and will require different support*

What will you take away from this session?

What are you doing well now?

What other actions could you take?

Where might you need help and support to progress this further?

Thank you

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