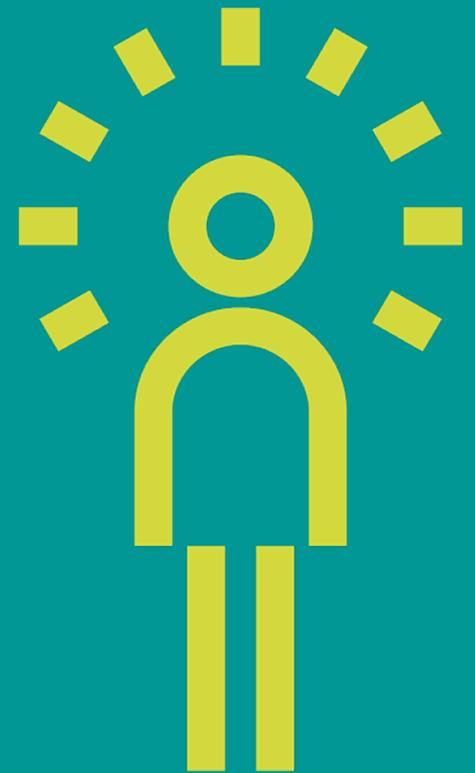


working for everyone
to resolve and prevent
workplace problems

acas

Future thinking on
neurodivergent practice

Gill Dix/Tom Neil
Acas



Why should we be talking about neurodivergence?

- Around 1 in 7 of the UK population is neurodivergent
- Neurodivergence will often amount to a disability under the Equality Act 2010
- Provide better support to neurodivergent employees
- Improve health and well-being of staff
- We are all different

Neurodiversity at work (2016):

- **Recruitment** processes can be a barrier to neurodiversity
- **Underperformance** most likely where managers not aware of somebody's neurodivergence
- Neurodivergent employees wary of **disclosure**
- **Progression** often puts neurodivergent employees into roles that make better use of their abilities
- Many actions that help neurodivergent employees are **beneficial to the rest of the workforce too**

- Advice for employers – **Changing your workplace to better support neurodiversity**
- Advice for managers – **Managing and supporting neurodivergent team members**
- Advice for neurodivergent employees – **Working when neurodivergent**

Making workplaces more inclusive?



- Rethink how we recruit for roles
- Educate staff on neurodiversity and forms of neurodivergence
- Make staff feel safe discussing their neurodivergence
- Ensure managers have the people skills to support team members with different needs
- Actively consider what adjustments can be made to support staff

Contact details

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Further information

www.acas.org.uk/neurodiversity

Further support

**In-company
training**

**Website
[acas.org.uk](https://www.acas.org.uk)**

Advice

**Tools and
templates**

Mediation

**Helpline
0300 123 1100**

E-learning

Conciliation

**Workshops
and projects**