

**Prioritising equality, diversity and inclusion in the workplace.** Some employers are unsure where the support for neurodivergent employees fits in with the business strategy and objectives. The working practices come from a place of creating an inclusive workplace for all employees.

**Remove barriers to work.** Barriers to work are problems caused by non-inclusive working practices and environments. Examples may include unnecessary levels of noise in a workplace, which may exclude autistic workers. This approach to disability focuses on proactively identifying and removing barriers to work and creating an inclusive environment.

**Tailored workplace adjustments.** Support neurodivergent employees through a mix of individually tailored workplace adjustments. An understanding of how neurodivergent employees experience the world, and what is contributing to these communication problems and other related issues will help employers create reasonable solutions in the workplace which are unique to the individual and their particular needs.

**Educating the workforce** on neurodiverse conditions will help to narrow the gap in people's understanding of neurodivergent employees and the communication problems they may experience. Challenging people's assumptions on neurodiversity will help towards a change in the company culture, making it more open and inclusive.

**Make it easier for people to talk about neurodiversity.** Encourage employees to have conversations with their colleagues and managers so that they're more likely to come forward and tell you if they need some support or aren't coping well with a project or piece of work. Increase openness so people feel more included than they perhaps were before.

**Training sessions for managers.** Educate managers about neurodiversity and some of the ways they could work with neurodivergent individuals to help them settle into the business better and achieve their potential. For example think of different ways to assign and manage work, how to differently approach tasks and communications with different team members.

**Look at your processes.** For example an employee who has difficulties reading and understanding company documents, such as its codes of conduct, could look at ways to communicate what is required to the employee and then sign them on their behalf. Ensure your selection methods are always job relevant, and train managers on how to interview neurodivergent candidates with an understanding of how unconscious biases can influence their opinions of different candidates.

**Look for advocates for your neurodivergent employees.** Have a neurodiversity representative such as an employee, advocate or consultant to help assess current practices and advise on small changes that can make a huge difference. The neurodiverse community have a key role and can produce extraordinary results but may need some reasonable adjustments in order to thrive.

If you're unsure about how to implement any of these strategies or need HR advice and support reach out to [natalie@hr2goconsultancy.co.uk](mailto:natalie@hr2goconsultancy.co.uk) 07779 508972 01279 771098