working for everyone
to resolve and prevent
workplace problems

Future thinking on
neurodivergent practice

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Acas
Why should we be talking about neurodivergence?

- Around 1 in 7 of the UK population is neurodivergent
- Neurodivergency 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
Acas research findings

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**
Acas guidance

• 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
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Further information

www.acas.org.uk/neurodiversity
Further support

- In-company training
- Website acas.org.uk
- Advice
- Tools and templates
- Mediation
- Helpline 0300 123 1100
- E-learning
- Conciliation
- Workshops and projects