

Making your organisation neuroinclusive

25 February 2025  Owen Jenkins

Acas has released fresh guidance for employers on neurodiversity, aiming to foster inclusive workplaces and enhance awareness to make discussions about neurodiversity normalised. The advice provides definitions of relevant terminology and to give practical advice to employers on steps that can be taken to make the workplace neuroinclusive.

Neuroinclusivity refers to the inclusion and support of individuals with neurological differences such as autism, ADHD, dyslexia, and others. It's an important aspect of diversity and inclusion policies.

The Equality Act protects people from discrimination on the basis of protected characteristics, including disability, which can encompass neurological conditions. Employers are required under the Act to make reasonable adjustments to ensure that employees with disabilities, including neurodiverse conditions, are not at a substantial disadvantage in the workplace.

Separate from the legal requirements, making your organisation more inclusive for neurodivergent employees can have numerous benefits including improving staff wellbeing, reducing absence levels and employee turnover and attracts employees with a wider range of skills and experience.

Acas' guidance suggests ways you could make your workplace more neuroinclusive include:

- Awareness and training - Conduct training sessions for all employees, especially management, to raise awareness about neurodiversity and its implications in the workplace. This helps in fostering an understanding and supportive culture.
- Inclusive Recruitment Practices - Adapt recruitment processes to be more inclusive. This could include offering alternative application formats, clear and precise job descriptions, and ensuring that interviewers are trained to understand neurodiversity.
- Workplace Adjustments - Implement reasonable adjustments to accommodate neurodivergent employees. This could include flexible working hours, quiet workspaces, or the provision of specific technologies that assist in their daily tasks.

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