



Top tips from [Kate Dean](#), the director of [Enable Disability & Inclusion Consultants](#), include:

- **Train** line managers and colleagues on neurodiversity and dispel the many myths and misconceptions.
- **Create a space and supportive message about neurodiversity** if you want people to share it with you.
- **Ask people what they, as an individual, need** in order to work to their strengths. **Understand and implement those things.**
- **Utilise technology** such as assistive software or inbuilt tools on computers that enable people to work to their strengths by dictating or mind mapping their ideas, recording information or having it read aloud.
- **Consider the environment of the workplace.** Open plan offices and hot desking, along with sensory sensitivities (smells, noise and lighting), can cause significant challenges for some neurodivergent people, which stops them from being at their best.

[Felicity Carter](#), the programme manager for Employ Autism at [Ambitious about Autism](#), has provided the following resources:

- [Top Tips to Include Autism in the Workplace](#)
- [Top Tips for Communicating Effectively With Autistic People](#)

[David Regan](#), a director in our Labour & Employment Practice, adds:

- Be alive to the **duty to consider reasonable adjustments** if the employee is likely to be disabled for Equality Act purposes – engage with the employee and occupational health to see what might help.
- **Whether an adjustment is reasonable or not will depend on the circumstances** – will it mitigate the disadvantage suffered by the employee, is it practicable, are the costs reasonable bearing in mind the employer’s finances and the availability of external support, etc.?
- As Kate mentions, **training and support** for co-workers is key and will minimise the risk of inadvertent discrimination.
- Employees should be encouraged to **raise any concerns** with HR and line management.
- Employers need to be mindful of their obligations under **data privacy law**, as special rules apply to health-related data.