

NEURODIVERSITY AND AUTISM

ED&I FACT SHEET: 04



What is Neurodiversity?

A relatively new term, neurodivergent refers to someone who may think, learn or process information in a different ways to others.

Neurodiversity can be viewed as a spectrum that covers a range of conditions such as, but not limited to:

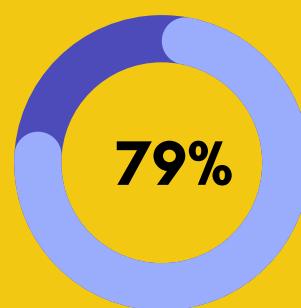
- **Autism**
- **ADHD**
- **Dyslexia**
- **Dyspraxia**
- **Tourette's**



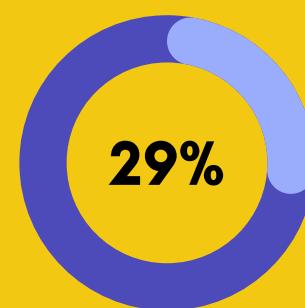
IN THE UK, 1 IN 7 PEOPLE



ARE NEURODIVERGENT AND MORE THAN 1 IN 100 PEOPLE ARE AUTISTIC



OF AUTISTIC PEOPLE REPORT FEELING ISOLATED



OF YOUNG PEOPLE WITH ADHD ARE ALSO AUTISTIC

Autism

Autism is a neurodevelopmental condition that affects how a person communicates with and relates to the world around them.

It is important to recognise that autism is a spectrum and therefore people on that spectrum present with a different set of strengths and challenges.

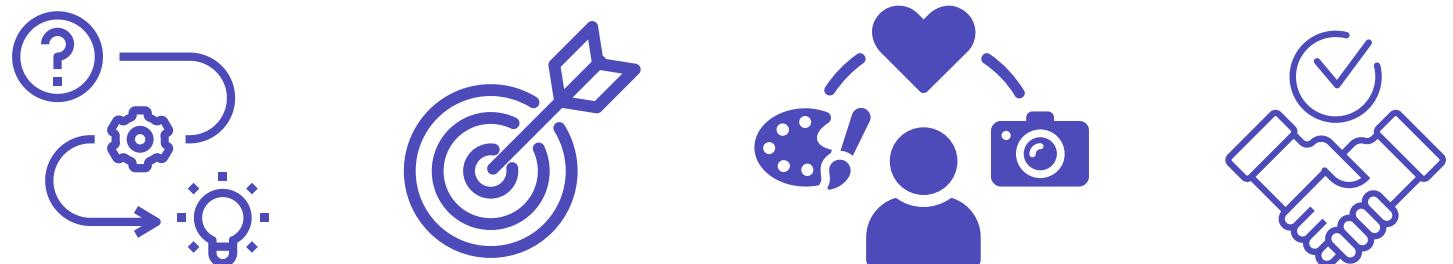
Within this spectrum, Autistic individuals typically display challenges across four areas of need:

- Language and Communication
- Social Interaction
- Flexibility of Thought
- Sensory Processing

Strengths associated with Autism

All people are unique and individual, and have their own strengths and qualities. Autistic people have their own unique strengths, some of which can be identified within the following areas:

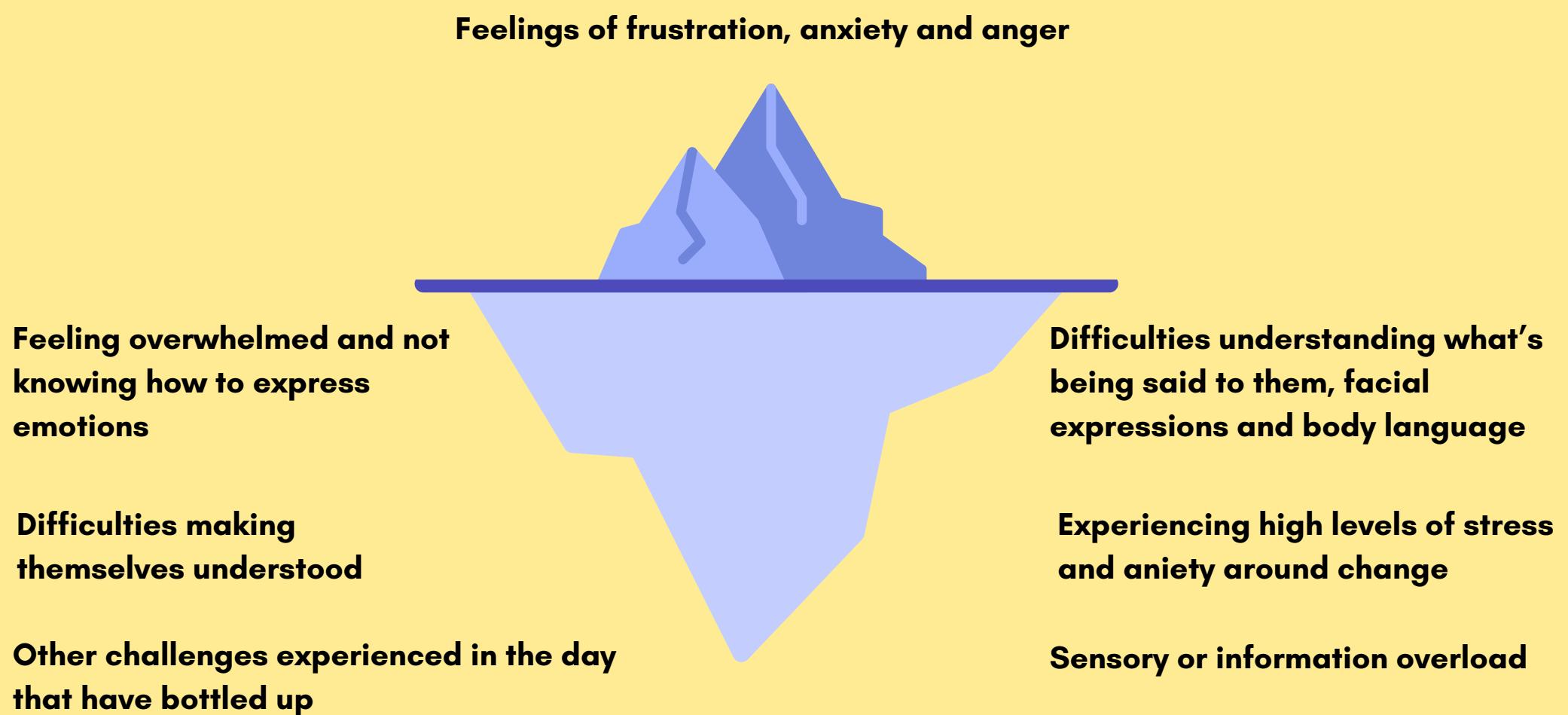
- Problem solving
- Attention to detail
- Special interests
- Highly focused
- Reliable and loyal



Experiences of People with Autism

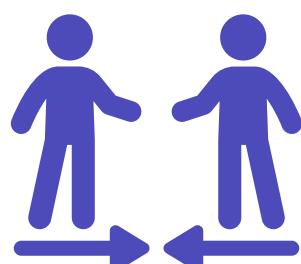
THE AUTISM 'ICEBERG'

The Iceberg helps us understand the internal experiences of autistic people. Estimation that up to half of all autistic people experience high levels of anxiety on a regular basis.



What adjustments can be made in the workplace?

- Recognising our role to create an inclusive environment
- Person Centered Approach – talk to the individual about their needs and requirements, listen and check that you've understood correctly
- Look for the root cause of frustration or anxiety, validate their feelings
- Consider the environment and the effects this might have
- Use concise and direct language
- Set clear boundaries and stick to them
- Give time and space to process information
- Be proactive rather than reactive to minimise anxiety or stress



How can I access support?

National Autistic Society can provide support on supporting people with Autism in the workplace

