**Autism Excellence in the Workplace**

The law in this area is changing rapidly, highlighted in the Government Legal Service v Brookes case (2017), with its findings around assessment centre design, has major implications for managing the kind of differences in cognitive style and communication preferences associated with autism. Sometimes these will be in the form of adjustments to policies, including assessment and development protocols. The law is not particularly instructive in helping employers utilise the benefits of employing an autistic person, despite there being examples of many other roles where autistic people are enabled to shine. In combination this makes it challenging for employers who are trying to reconcile a neurodiversity minority with a neurotypical majority!

With these developments in mind, the services we are offering are designed to manage challenges and opportunities in the workplace by providing knowledge and understanding of autistic people and their neurological differences. This will be through audits, training, 1:1 support as well as signposting employers towards government funding for workplace adaptations, and will include:

* A half day communication workshop to explore the differences between autistic and non-autistic communication tailored to your needs
* Expertise in identifying roles where autistic people will do well, including some surprising examples
* Audits of existing procedures and policies for assessment, development and performance management, to ensure inclusive practice and to optimise talents
* Workforce wide tiered awareness programmes
* Troubleshooting in problematic cases
* Bespoke training for managers, HR specialists
* Environmental and sensory audits
* Advice on what to do when you suspect autism, but the employee is not diagnosed, nor disclosed
* Workshops on various adaptive techniques and mentoring for autistic employees
* 1 to 1 support for line managers
* Individualised reasonable adjustments
* Troubleshooting in problematic cases

**If you would like to look at the research we are involved in, click the links below:**

<http://theconversation.com/how-talented-people-with-aspergers-are-locked-out-of-the-career-system-41870>

<https://www.theguardian.com/science/blog/2015/jul/16/autism-doesnt-have-to-be-viewed-as-a-disability-or-disorder>