

Employer Top Tips

Reasonable Adjustments at work for autistic people



Educate Yourself

The more you know about autism, the better you can support your autistic employee.

Three websites to try are:

- Autism Space
- National Autistic Society
- Ambitious about Autism



Consider your workplace

A busy, noisy environment can cause sensory overwhelm for an autistic person. Ask them what they would like. Can you put their desk in a quieter location or provide noise cancelling headphones?



Communicate well

Autistic people will appreciate clear, concise expectations and instructions. They may prefer a timetable of activities to help them prioritise their workload.



Notice of change

Try and give as much warning as possible when routines are going to change (fire drills or unexpected meetings for example) to allow the autistic person time to plan and prepare.



Regular 1:1's

Having regular 1:1 meetings will allow you to ensure your new employee is feeling ok and can help you address any concerns early.



Educate others

If the autistic person consents, let other staff know they are autistic and use this as an opportunity for staff training on neurodiversity. The more inclusive we are as a community the better!

