

From awareness to action Building neuro-inclusive workplaces

Red Flags Or
Reasonable Adjustments



**Want a copy of
my slides?**



Can a sigh
become
Discrimination?



Real lives : Real Impact

Not another
neurodiversity
awareness
session

1. Why this, why now
2. Risky or Reasonable
3. Real cases: Real
Strengths

Change begins
with passionate
people who
have a vision

My Business Card



Awareness is
downloading the
manual and never
opening it...

Today
we hit
INSTALL

Why North Somerset business need this NOW

1

**Talent
Shortages**

3

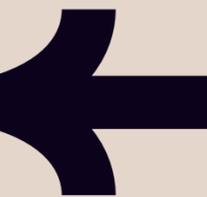
Budgets

2

Burnout

4

Sustainability





and... Gen Z

- **Purpose**
- **Flexibility**

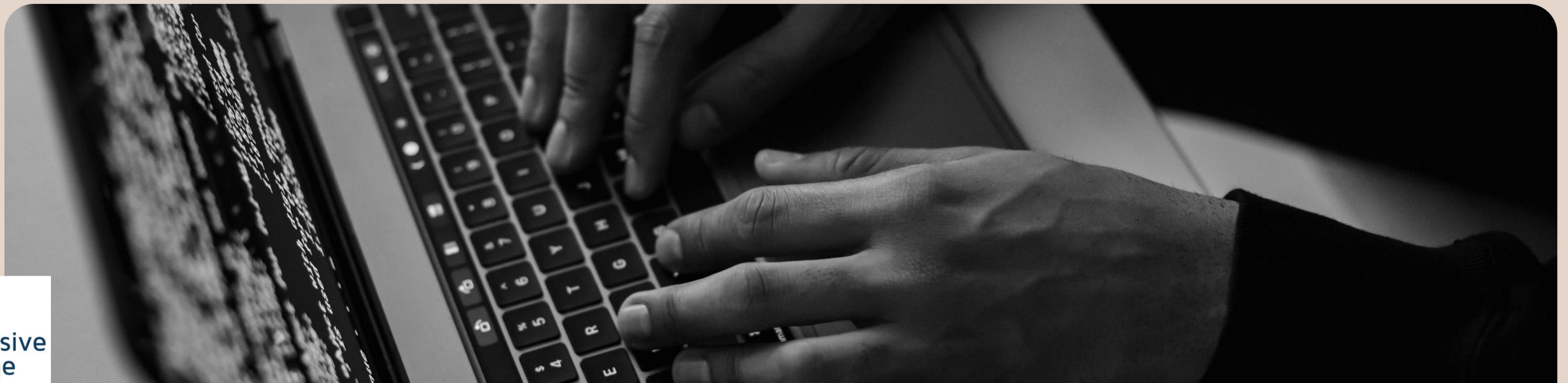
Decent Snacks



The Equality Act 2010

Aka "standard"

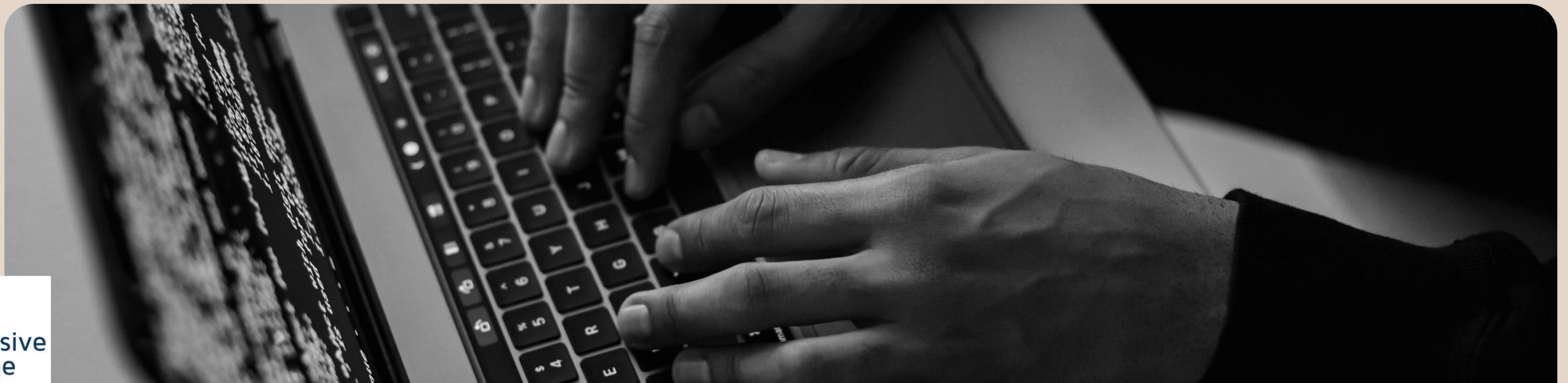
A disability is defined as a 'physical or mental impairment' that 'has a substantial and long-term adverse effect' on a person's 'ability to carry out normal day-to-day activities'



Reasonable Adjustments

Or Risk Controls?

employers have a duty to make 'reasonable adjustments' to make sure disabled people are not 'substantially disadvantaged' compared to those who are not disabled.

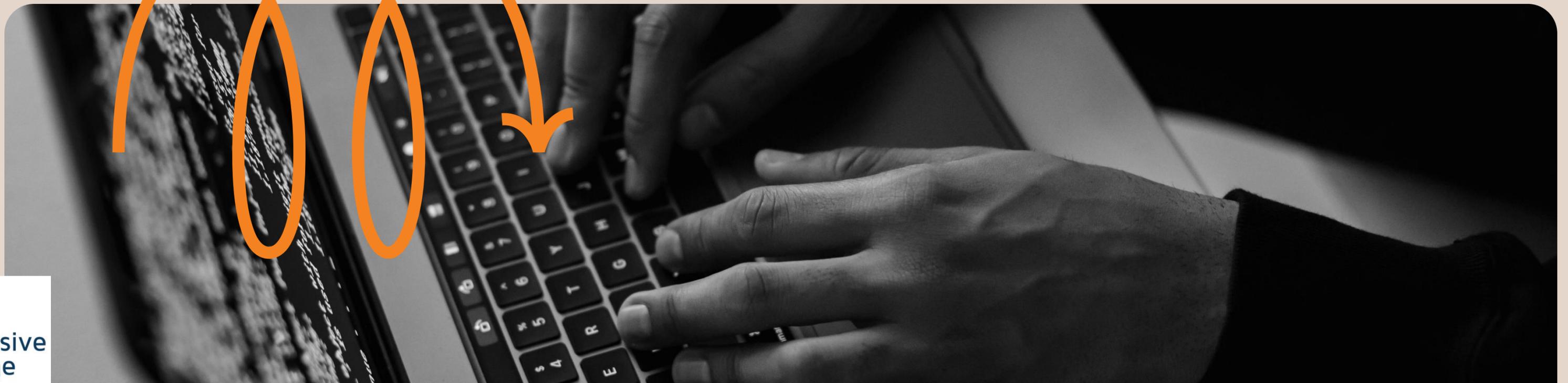


What is Reasonable?

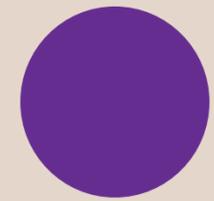
There is NO SINGLE DEFINITION

It will depend on the context of the case

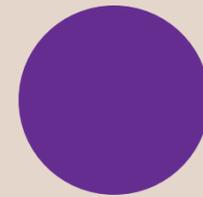
- ✓ the effectiveness of a proposed adjustment at removing a disadvantage
- ✓ health and safety
- ✓ the practicability of making an adjustment
- ✓ affordability
- ✓ any potential disruption
- ✓ size and resources of the employer.



Robert Watson v Roke Manor Research Ltd



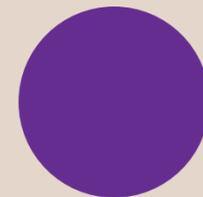
ADHD



Harassment



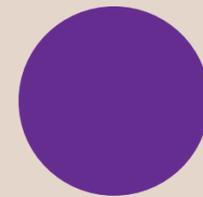
Visible
frustration



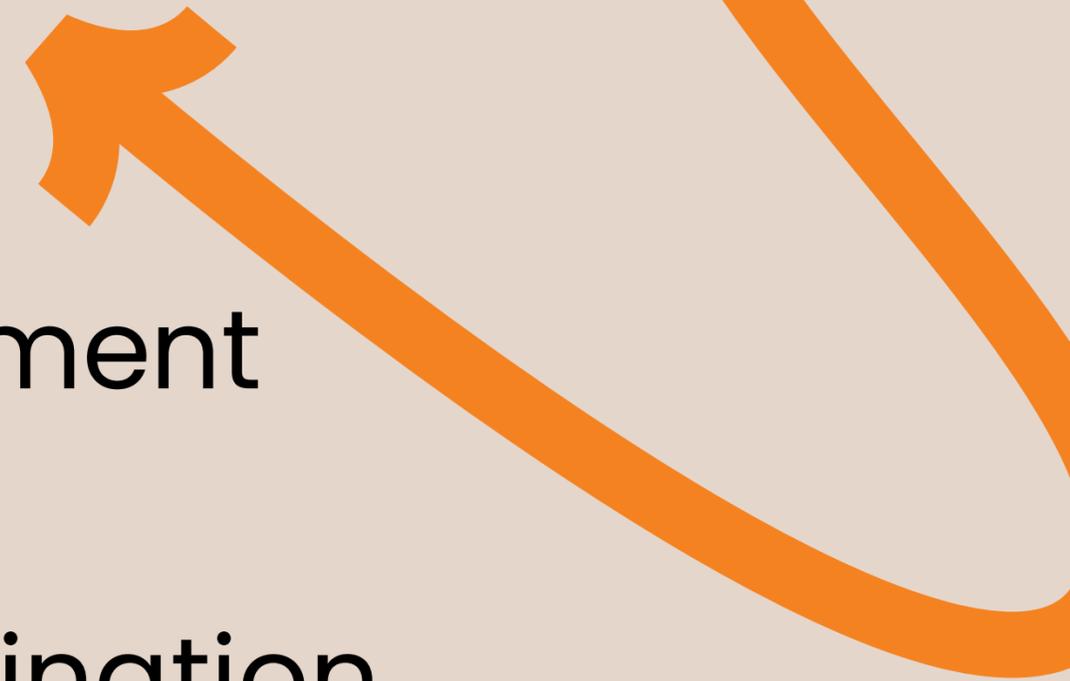
Discrimination



No timely
adjustments



Failure to Adjust



Risky or Reasonable?

1

Camera Off

2

Written
Instructions

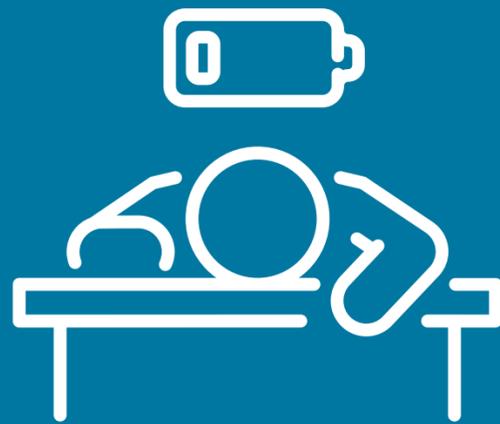
3

Fixed Desk

Discomfort \neq Risk

When HR says “NO”

Burnout



Brain Drain



Breakdowns



When HR says “NO”

Adjustment requested	Why HR might say no	What this causes	Potential outcome in workplace
Written instructions (not verbal-only)	“Takes too long”; “We already brief verbally”	Ambiguity, dropped tasks, rework	Missed deadlines, quality issues, complaints
Agenda & questions sent in advance	“Too much admin”; “We’re agile”	Meeting anxiety, poor prep, silence in meetings	Weaker decisions, longer meetings, disengagement
Camera-optional meetings	“Team culture = cameras on”	Masking/fatigue, avoidance of calls	Lower participation, misunderstandings, grievances
Quiet space / headphones allowed	“Looks antisocial”; “Open-plan policy”	Sensory overload, concentration dips	Errors, slower pace, increased absence
Fixed desk / predictable seating	“Hot-desking only”; space constraints	Daily setup friction, stress	Late starts, reduced output, attrition

4 - Step Model



Recognise
Spot
Barriers



Ask
Don't
Assume



Adjust
Don't
excuse



Lead
Don't Wait

Adjust - Review - Assess



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my slides?**

City & Guilds



City & Guilds Neurodiversity Index Report 2025

Understanding the power of different minds and
creating environments for everyone to thrive



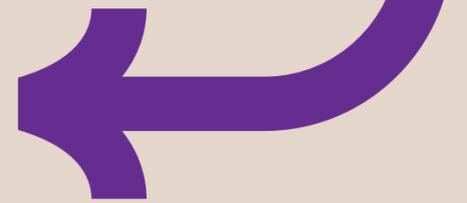
Birkbeck
UNIVERSITY OF LONDON

2024 Neurodiversity in Business and Work Academic Research

The perspective of workers, colleagues and
employers



ANY
QUESTIONS



ND AUDIT

CULTURE & ENVIRONMENT

2 minutes to complete

11 Questions

Quickly assess your strengths

Expert support available

**Let us help you build your
Inclusive workplace**



**Try our ND
Audit**



[Inclusivechange.co.uk/video-opt-in-BSides](https://inclusivechange.co.uk/video-opt-in-BSides)

Thank You



**Get a link to a new video
Ten Tips for Inclusive
Recruitment**

The background features a top-down view of coffee-related items on a brown, textured surface. On the left, there are two brown paper coffee cups with black lids. One cup is upright, while the other is lying on its side. In the foreground, a coffee cup is open, showing a dark coffee with a thick layer of white foam. Several coffee beans are scattered around the cups. The overall aesthetic is warm and professional.

What have
been your key
takeaways
today?





Inclusive Change

inclusivechange.co.uk

icaw-cic.com

Building the future of
work with
NEURODIVERSITY
in mind

