



# The business of neuroinclusion

How inclusive workplaces drive innovation, productivity, and employee wellbeing



# Supporting every brain



**With 1 in 5 people\* in the UK being neurodivergent, it's vital for businesses to create inclusive workplaces.**

In simple terms, neurodivergence means a brain that processes, learns, or behaves differently from what's considered "typical". But it's a spectrum – two people with the same diagnosis can have completely different strengths and challenges.

Neurodivergent diagnoses are on the rise – and that's a good thing! With greater awareness and understanding, more people are getting the support they need. When businesses embrace these differences and offer the right support, neurodiverse employees feel accepted, valued, and empowered to thrive.

# Understanding the terms

**No two experiences are the same, even with the same diagnosis. And this isn't a complete list – neurodivergence is a broad and evolving area.**

## Neurodiversity

The natural differences in how brains work.

## Neurodivergent

Someone who thinks, learns, or processes things differently from what's considered "typical".

## Neurotypical

A term for brains that work in a way seen as "typical".

## Attention deficit hyperactivity disorder (ADHD)

A condition affecting focus, impulsivity, and restlessness.

## Autism or Autism Spectrum Condition (ASC)

A condition that can affect communication, social interaction, and sensory processing.

## Dyslexia

A learning difference that affects reading, writing, and spelling.

## Dyscalculia

A condition resulting in difficulty understanding and working with numbers.

\*Source: <https://www.thebraincharity.org.uk/other-ways-to-support-the-brain-charity/neurodiversity-training/>



# Building a workplace for all minds

**Neurodivergent employees often bring unique strengths – creative problem-solving, big-picture thinking, attention to detail, and fresh perspectives that drive innovation and growth.**

These strengths show up in different ways – a colleague with autism might spot patterns and opportunities others miss, someone with ADHD could bring great energy and quick thinking to problem-solving, and a dyslexic employee might have a unique way of looking at visual information that helps with design or strategy.

By embracing neurodiversity in the workplace, businesses can tap into a wealth of talent and insight.

## **The benefits of neuroinclusion within the workplace:**

- Unlocking diverse thinking and innovation
- Building stronger, more engaged teams
- Attracting and retaining top talent
- Improving decision-making with fresh perspectives
- Creating a culture of understanding and empowerment

**72%** of employees say diversity, equity and inclusion are key to staying at the organisation they work for.

**86%** That number increases to 86% for Gen Z\*.

\*Source: <https://www.workhuman.com/blog/introducing-the-new-workhuman-survey-report-the-state-of-human-connection-at-work/>

## **The legal side**

Under the Equality Act 2010, UK employers have to make reasonable adjustments to support neurodivergent employees and ensure a fair and inclusive workplace. But it's not just about legal compliance – when you foster neuroinclusion, you build trust, loyalty, and overall, a happier workforce.

# Simple changes, big impact

**A great workplace adapts to the people in it. By making a few basic adjustments, you can help neurodivergent people feel supported, comfortable, and empowered to do their best work. Plus, these tips benefit everyone – not just neurodivergent colleagues – helping to create a truly inclusive culture.**

## 1. Learn and share

Take time to understand neurodiversity terms (check out our glossary on page 2) and keep learning – there are plenty of great free resources and courses linked later, but even by reading this guide, you're already taking steps to support neurodivergent colleagues – and that's a great start. But most importantly – share what you learn with wider teams to build a truly inclusive workplace.

## 2. Recognise the strengths

Rather than sticking to a one-size-fits-all approach, embrace the unique methods and perspectives people bring to the table. Celebrate these differences, and provide the tools and resources that empower individuals to thrive in their own way.

## 3. Be flexible

A little flexibility goes a long way. Think adjustable hours, remote working, or quiet spaces. If video calls are the norm in your workplace, let's normalise camera-off participation too. It can help give individuals a visual break and allow them to really focus on the conversation.

## 4. Keep communication clear

Say what you mean, break tasks into steps, and provide visual aids. Simple tweaks like this help everyone stay on the same page. Something that benefits every type of employee.

## 5. Reduce sensory overload

Bright lights, loud noises, and cluttered spaces can be overwhelming for anyone – especially neurodivergent team members. Providing calm areas, noise-cancelling headphones, or designated quiet times can make a huge difference.

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## 6. Rethink how meetings work

Not everyone thrives in group discussions. Sharing agendas in advance, allowing time for reflection, and offering written or one-on-one alternatives for input can make participation more inclusive. Recording key points and using collaborative documents also help ensure everyone's voice is heard in a way that suits them.

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## 7. Consider office layouts

Open-plan offices aren't for everyone. Having alternative spaces can help employees work in a way that suits them best. If that isn't possible, simple fixes like desk dividers or letting neurodivergent employees choose a low-traffic place to sit can make a difference. You could even offer them the option to work from home on busier days and come in when it's quieter – an easy, effective way to provide support.



## 8. Provide empowering development opportunities

Inclusion isn't just about hiring – it's about making sure all employees have clear development opportunities. For neurodivergent employees, this might mean adapting learning styles, offering clear and structured career pathways, or providing tailored coaching to ensure they feel valued and set up for success. Small adjustments can make a big difference in building an inclusive workplace where everyone can grow.

## 9. Make feedback clear and accessible

Feedback should be direct, structured, and easy to process. For neurodivergent employees, this might mean delivering it verbally and following up with a written summary. It's also a two-way street – creating space for employees to share what works best for them ensures feedback is truly effective and supportive.

## 10. Empower change

Encourage your workplace to start a neurodiversity working group – an employee-led team that shares ideas to improve inclusivity. You can help make this happen by raising it in a leadership meeting or suggesting it to HR. Giving employees a platform to shape change ensures voices are heard and fresh ideas get to those in leadership.





# Knowledge builds inclusion

**Education is one of the most powerful tools for building a neuroinclusive workplace. Many people still don't fully understand neurodiversity, so raising awareness can help create a more supportive and open-minded culture.**

Training doesn't have to be formal or complicated. A mix of short workshops, team discussions, and online resources can help keep awareness high. The goal isn't to turn everyone into experts – it's to create a workplace where everyone feels seen, heard, and supported.

The right tools make it easier to support neurodivergent team members. Simple fixes – like clear communication tips, guidance on reasonable adjustments, and ways to adapt support to individual needs – can make a real difference. These small changes create a more inclusive workplace for everyone.

# Looking for more guidance?

**These national organisations offer a wealth of information and support:**

## **The Brain Charity**

Helps people with all forms of neurological conditions lead healthier, happier lives, and offers employer-focused resources.

## **National Autistic Society**

Campaigns for improved rights and provides training on being more autism-friendly.

## **British Dyslexia Association**

Works on behalf of those with dyslexia and dyscalculia.

## **ADHD Foundation**

Advises businesses on adapting workplaces for employees with ADHD.

## **Tourette's Action**

Offers advice for supporting those with Tourette's syndrome.

## **Neurodiversity Hub**

Changing the narrative on neurodiversity with tools for businesses and employees.

## **Local Charities**

Many UK regions have local neurodiversity charities or specialist recruitment companies that can provide additional support, tailored advice, or networking opportunities. A quick online search can help you find the best options in your area.



# Accessing support

Sometimes, employees may need help or guidance navigating the services available to them. Benenden Health's Neurodiversity and Disability Advice Service offers expert advice and practical support for employees, their children, or someone they're caring for.

The service helps them find the right information, understand their rights, and explore the best support options.

## It covers:

- Navigating support options
- Understanding school, GP, and local authority processes
- Employment rights for neurodivergent employees and carers
- Accessing funding, care options, and legal rights
- Practical and actionable support strategies

Benenden Health doesn't fund the diagnosis for neuro-diverse conditions such as autism or ADHD.



# Benenden Healthcare for Business

We believe private healthcare doesn't have to be expensive or exclusive. With us, it can be a benefit the whole business enjoys, not just the bosses.

From day one of membership, your employees can access:



Neurodiversity and Disability Advice Service



Physiotherapy



Medical Diagnostics



TB Treatment



Surgical Treatment



Benenden Health App



24/7 Mental Health Helpline



Rewards and Discounts



24/7 GP Helpline

Limits and exclusions apply.



Mental Health Support

Find out more



[benenden.co.uk/business](https://benenden.co.uk/business)



Cancer Support

We're trusted by brands such as:

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KITCHENS

Danske Bank

We're an award-winning company and highly rated on Trustpilot.com

