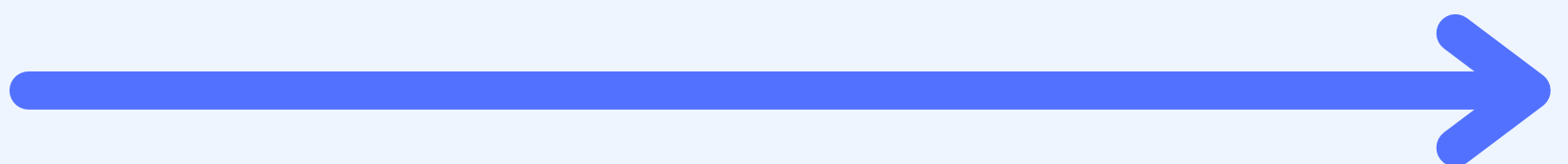




5 KEY ELEMENTS OF

CREATING SEND INCLUSIVE WORKPLACE ENVIRONMENTS



1

INDIVIDUALISED ACCOMMODATIONS

Every individual is unique. Offer personalised accommodations based on the needs of each employee. Whether it's flexible work schedules, noise-canceling headphones, or visual schedules, tailor accommodations to support diverse needs.



2

COMMUNICATION & SOCIAL SUPPORT

Foster open communication and provide social support. Create clear communication channels, offer regular check-ins, and provide opportunities for social interaction in a supportive environment.



3

EMBRACING NEURODIVERSITY IN LEADERSHIP

Embrace neurodiversity in leadership roles. Ensure representation of neurodivergent individuals in leadership positions, and provide training and support for managers to effectively lead and support neurodiverse teams.





4

STAFF TRAINING & AWARENESS

Provide training and awareness programs for all employees. Increase understanding of SEND and autism, promote empathy, and equip staff with tools to support their neurodiverse colleagues.



5

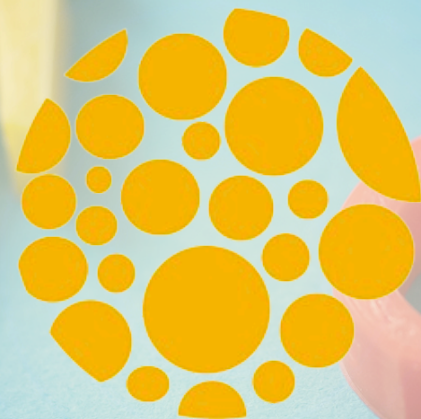
BUILDING ACCESSIBILITY

Accessibility is key to inclusion. Provide accessible formats for documents and materials and offer assistive technologies to support neurodivergent employees. Additionally, ensure your workplace is physically accessible with features like ramps, elevators, and accessible restrooms.



There are many more ways in which workplaces can create more inclusive, neurodivergent-friendly environments for employees...

**COMMENT YOUR
IDEAS BELOW**



LEEDS INCLUSIVE EMPLOYER
NETWORK