

Five Actions HR Teams Can Take Right Now to Support Neurodivergent Employees

In the UK, **1 in 7 people** are estimated to be neurodivergent. Apply that to your headcount and this is likely a large proportion of your workforce. These are people who may be struggling silently in an environment that was never designed with them in mind.



50%+

of neurodivergent employees have taken time off due to their neurodivergence

50%

of neurodivergent employees report feeling burnt out at work (WTW)

1 in 3

neurodivergent employees are not satisfied with the support their employer offers

Introducing a neurodiversity policy and benefits will make your workplace more inclusive and accessible.

Many of the most effective interventions are low-cost, practical, and benefit your entire workforce, not just those with a diagnosed neurodivergence.

Under the **Equality Act 2010**, employers have a legal duty to provide reasonable adjustments. Employees do not need a formal diagnosis to request support. Your neurodiversity policy should make this clear to every individual in your business.

Creating a neuroinclusive workplace is iterative. The organisations that succeed build in regular feedback loops, checking in with neurodivergent employees, reviewing what's working, and adjusting accordingly.



45%

of neurodivergent employees have left or lost a job due to being misunderstood

(National Autistic Society)



1 in 7

people in the UK are estimated to be neurodivergent, apply this to your headcount and it could be a significant proportion of your workforce

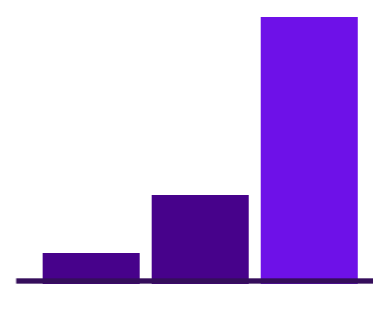
(NHS)



51%

of neurodivergent employees have taken time off work due to their neurodivergence.

(City & Guild's Neurodiversity Index Report)



30%

increase in productivity is seen when neurodiverse people have the right support in place.

(Harvard Business Review)

Five Practical Actions for Your Organisation



Start with a neurodiversity policy

A standalone, accessible document that sets out **clear definitions, practical guidance, and signposting to further support**. A strong policy gives employees confidence to come forward, gives managers a framework for action, and signals unambiguously that your organisation is a safe place to have these conversations.

[Download Fertifa's gold-standard Neurodiversity Policy Template](#)



Audit how your organisation communicates

Miscommunication is one of the most damaging, and most preventable, challenges. Use engagement surveys, ERGs, or focus groups to find out what your people actually need. Then consider introducing:

- AI transcription tools for meeting summaries
- Grammar and spell-check software
- Clear, jargon-free written briefs alongside verbal instructions
- Meeting agendas sent in advance



Make reasonable adjustments the norm

Many of the most impactful adjustments cost very little. HR teams should proactively communicate what's available, rather than waiting for employees to ask.

- **Environment:** Noise-cancelling headphones, quiet zones, anti-glare screens
- **Flexibility:** Fixed desks, flexible hours, dial-in meeting options
- **Technology:** Caption software, screen readers, organisational tools



Train your managers on neuroinclusive practices

Policies only work if the people implementing and executing them understand why they matter. Invest in neurodiversity training for all managers and team leads, **focusing on distinguishing between a performance issue and an unmet support need**.

When managers understand neurodivergence as a natural variation in how brains work, it transforms how they respond. Even a half-day session can meaningfully shift how a team operates.



Treat neuroinclusion as an ongoing commitment, not a one-off project

Embed neuroinclusion into your existing processes: your annual engagement survey, your manager check-ins, your benefits review cycle. **Neuroinclusion shouldn't sit outside your people strategy, it should run through it.** You will get things wrong, but you will learn and improve. The organisations that succeed are those that build in regular feedback loops, checking in with neurodivergent employees and reviewing what's working.

The Business Case is Clear

Adjustments made for neurodivergent employees almost universally improve the experience for everyone.

Reduces Risk

Minimises potential for disability discrimination claims and formal grievances under the Equality Act 2010.

Directly impacts retention of experienced employees who might otherwise leave due to lack of support.

Boosts Retention

Attracts Talent

Demonstrates genuine commitment to inclusion to future talent and investors in a competitive market.

Organisations that invest in neuroinclusion build more adaptable, higher-performing teams across the board.

Stronger Teams

Fertifa Tip: Before finalising your actions use data to pinpoint exactly where disparities lie, such as high attrition after neurodiversity disclosures, or patterns in engagement survey results.

How Fertifa Can Help

Fertifa helps HR teams turn neurodiversity policies and commitments into meaningful, comprehensive support offering ongoing clinical provision your employees can rely on.



Clinical Expertise

We fill critical gaps in standard provision by providing direct access to specialists, for diagnostics and workplace needs assessments, to neurodiversity coaches, without long NHS waiting lists. Fertifa also gives employees access to navigational advice, wellbeing support and referrals to childhood neurodiversity specialists.



Policy & Compliance Guidance

Navigating legislative shifts around the Equality Act 2010 and Employment Rights Act 2025 is easier with a dedicated partner. We advise clients on creating practical strategies and navigating upcoming regulatory changes.



Retention Strategies

By supporting neurodivergent employees proactively, Fertifa helps companies retain talent that might otherwise leave due to lack of support, directly strengthening your workforce and employer brand.