

The Inclusive Workplace

Practical, Tiered Support for Neurodiversity & Additional Needs in the Workplace



**YOU
BELONG
HERE**

The Challenge for Businesses

Many organisations want to:

- **Better support** neurodivergent and disabled employees
- **Equip managers** to respond appropriately and confidently
- **Reduce absence** and performance issues linked to unmet needs
- **Ensure compliance** with equality legislation
- **Build an inclusive** and psychologically safe culture

However, many need support to build a clear framework for doing so.

Outcomes for Your Organisation

- **Increased** staff retention
- **Improved** management confidence
- **Reduced** absence and conflict
- Clear, **practical adjustment** processes
- Strengthened **inclusive culture**
- Greater legal and **reputational** security



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Tier 1: Universal Inclusion (Whole Workforce)

High-impact strategies that benefit all:

- Clear communication practices
- Inclusive meeting structures
- Environmental considerations
- Flexible working guidance
- Manager awareness training

Tier 2: Targeted Support (Groups or individuals)

Structured systems for supporting:

- Neurodivergent employees
- Staff with mental health needs
- Long-term health conditions
- Adjustment planning frameworks
- Manager guidance tools
- Clear support pathways

Tier 3: Specialist Pathways (Individualised Support)

For complex or high-impact situations:

- Structured reasonable adjustment plans
- Performance support linked to additional needs
- Escalation and referral guidance
- Policy alignment and compliance review

Half-Day Diagnostic

- Leadership/HR consultation
- Workplace environment review
- Initial strengths and risks identified
- Brief written recommendations

Full Inclusion Audit/Policy review

- On-site observation
- Leadership & staff voice (optional)
- Written action roadmap
- Feedback session

Implementation Support (3–6 Months)

- Audit and action plan
- Policy development support
- Staff awareness sessions
- Adjustment framework templates
- Follow-up review

Next Steps

Get in touch for an **exploratory conversation** to understand your organisation's context and to discuss how a **bespoke inclusion framework** could support your workforce.

For more information visit
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Forming Connections

Neuroscience Based Education for All

