

#AutismAtWork



July 19th 2018

Bush House, King's College London

Hosted by Ace Children's Occupational Therapy
and the Real Time Club

Autism and Future Employment Event

The Rise and Rise of Neurodiverse Talent in the Workplace

Today, we present how if we drive the digital age by empowering it with new employees who are autistic, we can provide employment, careers and life changing opportunities; we will show how early interventions can lead to lifelong opportunities for all, particularly those focused with skills in IT.

Only 6 per cent of autistic adults are estimated to be in full-time paid work, according to the National Autistic Society. Yet Steve Silberman, author of 'NeuroTribes': The Legacy of Autism and the Future of Neurodiversity', says that many, if given the right help, could find employment and develop successful careers.

It's time to match this potential talent to jobs and employment opportunities where characteristics such as attention to detail, adherence to patterns, the ability to repeat tasks and loyalty are prized; our digital age has created both an ideal workplace and can now offer jobs in IT and other industries or sectors for this potentially highly-talented group.

In the UK forward-looking companies such as Auticon, Microsoft, Procter & Gamble, Deutsche Bank Harry Spectres Chocolates and Specialisterne have seen and are acting on the great potential offered by autistic workers; there are growing opportunities for employment – but this can be best driven by early-years provision of services, support and financing that are at presently woeful in the school system and as they reach adulthood it often becomes non-existent.



A number of organisations have partnered with us putting on this event including: Auticon, The Chairman's Network and the Young Professionals Group at BCS, The Chartered Institute for IT. The Institute of Directors are advocating their positive support for both this event and people with autism in the workplace.

We're on the road to making a difference - we're calling on you all to help make that difference and to empower the digital age with IT skilled people who are more capable because they're on the spectrum and in our sights.



Programme at Bush House

13:00 - 13:30 Registration and Networking. Refreshments will be served

13:30 - 13:35 Scene setting *Alex Cairns*

13:35 - 13:45 Challenging modern employment practices: Diversity in the digital age

13:45 - 14:20 *Ray Coyle*, Auticon CEO: Delivering promise for the digital age

14:20 - 14:55 *Arran Linton-Smith*, Autism Employment Advocate

14:55 - 15:30 *Annelise Thornton*, Regional HR Director - Europe, FieldCore:
Diversity driven from the top

15:30 - 16:00 Fireside Chat: "Is Autism a disability?" *John Collins* in discussion with
Arran Linton-Smith

16:00 - 16:05 *Reena Dayal*: IoD support for this event and autistic people in business

16:05 - 17:15 Occupational Therapies making a difference in early years education:

Alison Cairns: Specialist Neurodiversity Paediatrics Occupational Therapist;

Diana Pierags: Clinical Specialist Paediatric Occupational Therapist, Lewisham

and Greenwich NHS Trust; *Hester Velthuis*: Senior Researcher, King's College London:

Neurodevelopmental disorders and their treatment; *Gráinne Yeatman*: Paediatric Speech
and Language Therapist

17:15 - 17:35 Success in early intervention: *Dominic Cairns* - on the ASD spectrum

describes how he has benefitted from early years intervention and how this has helped
him become a university student

17:35 - 18:00 Speakers' Panel: So, what next? Chair: *Alex Cairns*

18:00 - 18:10 Call to action: how we'll move forwards?

18:10 - 20:00 Networking drinks and nibbles



Speakers and Presenters



Ray Coyle

A seasoned businessman who joined Auticon in 2016 to grow the Business across Europe and develop a global footprint. He has 150 staff across Europe, of whom all 120 consultants are on the Autistic Spectrum delivering complex consulting assignments primarily into FTSE 250 businesses.

Annelise Thornton

Annelise is an experienced HR professional who actively manages 'diversity' across businesses in all its forms. She actively encourages business to recognise the opportunity professionals on the Spectrum can bring to complementary winning teams.



Arran Linton-Smith

Arran has experienced the most varied career of all our speakers. He always knew he was 'different' but he only received his autistic diagnosis in 2012. He is now a successful senior consultant with Interserve Construction and has appeared on radio, television, in the media and spoken in the House of Parliament for the National Autistic Society of which he is a National Forum member.

Alison Cairns

Alison has been an Occupational Therapist her entire career, specialising in paediatrics for the last 20 years. She left the NHS in 2013 to start Ace Children's OT enabling her to focus on both assessment and treatment of children with: ASD, Dyspraxia and Sensory Integration difficulties, also congenital disorders such as Downs.





Diana Pierags

Diana specialised in paediatrics during her BSc Honours degree and consequent Masters in advancing practice in Occupational Therapy. She currently divides her time between the NHS and Ace Children's OT. Diana is an advanced practitioner in sensory integration and specialises in working with children with ASD and regulation difficulties as well as using the SCERTS framework for children with ASD.

Hester Velthuis

Hester is active as a medical doctor and researcher in Neurodevelopmental Disorders (such as Autism Spectrum Disorders and Attention Deficit and Hyperactivity Disorders) at King's College London and the Maudsley Hospital.



Gráinne Yeatman

Gráinne is a Speech and Language Therapist (Bsc Hons) with 17 year's experience. She supports students with Autistic spectrum conditions and complex speech, language and communication needs, covering early years to college students.

Dominic Cairns

Dominic is himself on the Autistic Spectrum. He volunteered to present his own story and the benefits of early intervention with his diagnosis which has enabled him to achieve academically and mature socially. Dominic is currently a student at the University of Winchester.





Reena Dayal

Reena Dayal is a Committee Member of the Institute of Directors, Central London Branch; an Author, Executive Coach, Mentor and Trainer to senior Business Leaders and Entrepreneurs.

Alex Cairns

Formerly a global IT executive, Alex took a career break after a number of board-level interim roles and decided to join Ace Children's OT full time to grow the Practice, enabling treatment of more children and creating events such as the one you are attending today.



Dr John Collins

John is Commercial Director of the UK National Centre for commercialising Engineering Biology based at Imperial College London, SynbiCITE.

Thank you for supporting this event. For further information please refer back to our website or find us on social media

www.acechildrensoccupationaltherapy.com



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With grateful thanks to the Young Professionals Group at BCS, The Chartered Institute for IT, for their generous sponsorship of the reception at the end of the Programme



Key Facts

Around 700,000 People in the UK are on the Autistic Spectrum; Affecting both Children and Adults

Autism Facts - Adults:

- Autism is a 'hidden disability' - It's often hard to tell if someone is Autistic
- 70% of autistic adults say they don't get the right level of help from Social Services; which leads them to feel isolated
- 1 in 3 autistic adults experience severe mental health disabilities due to lack of support
- Only 32% of autistic adults in the UK have paid work, Just 16% have full-time, paid employment, of which 10% receive employment support
- 53% of Autistic adults say they want to work

Autism Facts - Children:

- 34% of Autistic children say being picked on is the worst thing about being at school
- 63% of Autistic children are not in schools their parents believe would best support them
- 17% of autistic children have been suspended from school, 48% of which have been suspended 3 or more times. 4% had been expelled from one or more schools

Source: National Autistic Society

